

Equity and Empowerment Lens Logic Model

A Work in Progress
March 24, 2014



	INDIVIDUAL	INSTITUTIONAL ¹	SYSTEMIC	
Assumptions	Relational Worldview Empowerment	Mindfulness Hierarchy and Three Levels of Racism	Trauma-Informed Restorative Intent Cultural Responsivity	Transformation Quality Improvement
What Is Needed To Do The Work (Optimal)	<ul style="list-style-type: none"> - Healthy sense of self, self-awareness around power, and positive cultural identity - Clarity of purpose towards racial equity - Implicit bias awareness - Knowledge of current racial inequities and strengths in racial equity strategies in region - Understanding of the interconnectedness of climate health, ecology, and racial equity - Courage - Critical thinking - Prioritization of self-care - Equitable opportunity and expectation to participate and learn - Understanding of how to facilitate applications of the Lens and other racial equity tools - Wider sense of self - Whole-brain thinking 	<ul style="list-style-type: none"> - Restorative intent - Shared values / goals / vision clearly articulated around racial equity - Clarity of purpose towards racial equity - Increased salience of racial equity in communications - Proper time allocated - Having direct conversations and capacity-building about racial equity and trauma-informed approaches - Organization sets up and maintains structures, processes, and environment where compassion and mindfulness can emerge and flourish. - Baseline employee data gauging levels of autonomy, collaboration, emotional / physical / spiritual safety, feeling valued - Efforts underway to flatten hierarchy - Disaggregated data - People of Color in leadership roles and spread throughout the organization 	<ul style="list-style-type: none"> - Regular, purpose-driven collaborative meetings amongst key leaders - Analysis of legal barriers and courageous action to amend - Clarity of purpose towards racial equity - Improved economic systems in organizations that flatten hierarchy, and prioritize racial equity strategies - Cross-sector guiding racial equity policy and law - Strong partnerships with community of color leaders and organizations - Encourage collaboration across sectors and leaders. - Value and incorporate racial equity analysis and critical thinking into collaborations and decision-making - Capacity around transformative and trauma-informed approaches - Understanding of historical foundations racial inequity in law and constitution - People of Color in key leadership roles 	<ul style="list-style-type: none"> - Regular, purpose-driven collaborative meetings amongst key leaders - Analysis of legal barriers and courageous action to amend - Clarity of purpose towards racial equity - Improved economic systems in organizations that flatten hierarchy, and prioritize racial equity strategies - Cross-sector guiding racial equity policy and law - Strong partnerships with community of color leaders and organizations - Encourage collaboration across sectors and leaders. - Value and incorporate racial equity analysis and critical thinking into collaborations and decision-making - Capacity around transformative and trauma-informed approaches - Understanding of historical foundations racial inequity in law and constitution - People of Color in key leadership roles
Activities	<div style="background-color: yellow; padding: 10px; border: 1px solid black; transform: rotate(-2deg);"> <p>1. Underline what you are currently doing</p> <p>2. Circle what you don't currently do or are not doing</p> <p>3. Why are you not doing the things you circled?</p> </div>	<ul style="list-style-type: none"> - Develop shared vision and purpose for change, including shared language - Build meaningful community partnerships with communities of color - Institutionalize racial equity policy that is endorsed by the governing body, clearly states it benefits, outlines necessary decision-making structures, and integrates accountability measures to cultural responsiveness and racial equity - Apply and act upon the two promising culturally inclusive tools listed in Footnote 1. - Promote cross-sector, state, and national advocacy efforts around racial equity - Integrate the arts into racial equity processes and discussions - Develop Communities of Practice for staff and other opportunities to learn from each other by articulating their experiences around the use of a Lens and the model. - Activities, relationship-building, and processes integrate reflection, cultural humility, learning, innovation, and community-mindedness - Integrate Lens Concept Papers and related racial equity literature into trainings and ongoing professional development - Utilize community voice and knowledge in decision-making - Apply the 5P's Lens tool and other racial equity tools, and integrate into policy - Engage in exercises that ask an institution to directly face historical laws and processes that have led to inequities - Implement activities that strengthen an organization's purpose and trajectory towards racial equity - Organization-to-organization mentoring - Develop shared vision and purpose for change, including shared language - Build meaningful community partnerships with communities of color - Organization-to-organization mentoring 	<ul style="list-style-type: none"> - Develop shared vision and purpose for change, including shared language - Build meaningful community partnerships with communities of color - Support and fund community-capacity building strategies - Develop continuous communication strategies based on trust, and collective vocabulary - Address legal barriers to racial equity, draft and pass new laws - Integrate voice and experiences of leaders of color into systems planning - Strengthen leaders' capacity around transformative v/s transactional approaches and trauma-informed policy - Create clear purpose-driven collaborative actions in key areas driving social mobility for communities of color: educational and income development (i.e., develop career pipelines leading to hiring/retaining future leaders of color). - Organization-to-organization mentoring - Identify and act upon culturally responsive and equity-based indicators in collecting data and measuring results. - Fill leadership roles with People of Color 	<ul style="list-style-type: none"> - Develop shared vision and purpose for change, including shared language - Build meaningful community partnerships with communities of color - Support and fund community-capacity building strategies - Develop continuous communication strategies based on trust, and collective vocabulary - Address legal barriers to racial equity, draft and pass new laws - Integrate voice and experiences of leaders of color into systems planning - Strengthen leaders' capacity around transformative v/s transactional approaches and trauma-informed policy - Create clear purpose-driven collaborative actions in key areas driving social mobility for communities of color: educational and income development (i.e., develop career pipelines leading to hiring/retaining future leaders of color). - Organization-to-organization mentoring - Identify and act upon culturally responsive and equity-based indicators in collecting data and measuring results. - Fill leadership roles with People of Color

¹ Two promising tools (Culturally Responsive Standards [Coalition of Communities of Color and Portland State University] and an Equity Roadmap [City of Portland, Bureau of Planning and Sustainability]) will be coming out within the year. Our work here does not cover the detail and scope of these tools, but rather sets up the vision and conditions for such implementation.

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Activities	<ul style="list-style-type: none"> - Self-reflection exercises around racial and implicit bias awareness - Carry out self-care strategies - Read alternative histories around race and racial inequities - Identify one's purpose in racial equity work, and revisit - Mindfulness practices (breath awareness and compassion-based training and activities) - Trainings on racial and implicit bias awareness, root causes, how to facilitate Lens applications - Activities that stress community mindedness and a wider sense of self - Peer-to-peer mentoring - Making the time and space necessary for learning and reflection - Actively seek learning about and connecting to other promising efforts in racial equity work - Engage all parts of the brain, such as reading poetry, and engaging in music and the arts 	<ul style="list-style-type: none"> - Institutionalize racial equity policy that is endorsed by the governing body, clearly states it benefits, outlines necessary decision-making structures, and integrates accountability measures to cultural responsiveness and racial equity - Apply and act upon the two promising culturally inclusive tools listed in Footnote 1. - Promote cross-sector, state, and national advocacy efforts around racial equity - Integrate the arts into racial equity processes and discussions - Develop Communities of Practice for staff and other opportunities to learn from each other by articulating their experiences around the use of a Lens and the model. - Activities, relationship-building, and processes integrate reflection, cultural humility, learning, innovation, and community-mindedness - Integrate Lens Concept Papers and related racial equity literature into trainings and ongoing professional development - Utilize community voice and knowledge in decision-making - Apply the 5P's Lens tool and other racial equity tools, and integrate into policy - Engage in exercises that ask an institution to directly face historical laws and processes that have led to inequities - Implement activities that strengthen an organization's purpose and trajectory towards racial equity - Organization-to-organization mentoring 	
Outputs <i>(must be tied to outcomes, are steps along the way – not a landing point)</i>	<ul style="list-style-type: none"> - # of trainings done in racial equity, self-awareness, implicit bias, compassion-based practice, and sustainability - # of times conducted mindfulness practice - # of reading materials on racial equity - Creation of a self-care plan - Creation of circle of support around the work - # of times Lens and other racial equity tools applied to work products and processes - Identified purpose in the work 	<ul style="list-style-type: none"> - # of time data is disaggregated by race, language spoken, culture, etc. - # of action plans related to Lens applications - # of employees with sustained passion to do the work - Policy, procedures, procedural pathways, budget, strat plans centered on racial equity - # of cross-departmental and cross-sector activities - # of employees of color hired and retained in organization - # of collaborative partnerships with communities of color - # of departments or teams who have applied the culturally inclusive tools <i>(see Footnote 1)</i> - Clear evaluation framework around racial equity goals, strategies, and outcomes - Strong positive reputation on behalf of institution for its strategies, policies, and outcomes around racial equity - # of times Lens was applied to policies, decisions, resource allocation, and processes 	<ul style="list-style-type: none"> - # of political, legal, and historical barriers identified cross-system - # of barriers analyzed, addressed (some according to organization, some collectively addressed) - # of cross-sector actions and collaborations - Creation of a backbone organization for key cross-sector, collective initiatives - Shared measurement systems - Common vision for change (includes common understanding of issue[s] and joint approaches) - # of times Lens and other tools were applied to policies, decisions, resource allocation, and processes.
Outcomes	<ul style="list-style-type: none"> - Increased emotional intelligence - Awareness of worldview and implicit bias - Increased positive cultural identity - Greater self-awareness around positionality, one's power, and one's effect on others - Increased understanding of how trauma integrates with decision-making, relationship-building, and service delivery - Increased sense of physical, emotional, and spiritual safety, autonomy, and feeling valued. - Increased sense of purpose and meaning in work - Deepened sense of hope - Increased community-mindedness - Increased critical thinking skills 	<ul style="list-style-type: none"> - Greater clarity around communicating about racial equity goals - Increased capacity on individual's / team's / department's role in structure and decision-making, especially relating to racial equity - Healthy responsive workforce - Increased number of staff hired and retained who reflect communities most affected by inequities. - Greater visibility and salience of the Relational Worldview in staff and policy-based discussions. - Increased quality and quantity of partnerships with communities of color - Increased emphasis on integrating both qualitative and quantitative data - Increased sense of staff pride in org's goals and identity around racial equity. - Strong understanding of intersectionality of racism and other social oppressions. - Institutionalized professional development models and trainings integrating trauma-informed approaches, transformation, and racial equity. - Increased investments in Minority, Women, Emerging, Small Business (MWESB), and supporting policies 	<ul style="list-style-type: none"> - Efficiency across systems in key operational areas - Strong partnership-based collaboratives improving indicators of well-being for communities of color - Demonstrated commitment in partnering institutions to flatten hierarchy in their own institutions, and in systemic projects - Increased engagement in strategies that are mutually reinforcing - Systemically well-funded culturally responsive (including culturally-specific) strategies - Increased sustainability and longevity of strategies - Decreased siloism across sectors - Improved disaggregated data collection and use of such data in joint decision-making - Decreased environmental impacts for communities of color
Impact	<p>Elimination of root causes of suffering and inequities affecting communities of color</p> <p>Greater individual and community empowerment</p>		