

# Advancing Equity

It is essential that in the development of partnerships between early learning, museums and libraries there are formal methods to ensure racial, cultural and linguistic equity. Equity assessments are one tool to ensure a way to consider the effects that a proposed policy is likely to have on a group of people, depending on their racial group prior to implementing the policy. The main purpose of a race equality impact assessment is to pre-empt the possibility that your proposed policy could affect some people unfavorably.

Partnerships can use the questions below, developed by Terry Keleher at each decision-making moment to ensure equity is at the forefront of the planning and implementation process.

## Using Choice Points to Advance Equity

1. Identify a Choice Point: What is one of your points of opportunity to make or influence a decision that may affect equitable outcomes?
2. Assess Impacts: What are the impacts of current decisions and actions that may be unintentionally reinforcing bias, barriers or inequities?
3. Generate Options: What are some alternative action options that could produce different outcomes? (Try to generate several of them.)
4. Decide Action: Which option will generate the most leverage, momentum or gain towards advancing equity and inclusion?
5. Change Habits: What reminders or “equity primes” can be structured into you routine practices and protocols to make equity an ongoing priority and habit? What relationships, supports, incentives or accountability measures could help?

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For more resources to address issues of equity and access, visit the [Race Forward: The Center for Racial Justice Innovation](#) website.

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