

Strategy to Incorporate Racial Equity for Service Delivery Worksheet

It can feel overwhelming to operationalize the strategies and best practices you have learned about incorporating racial equity into program design and service delivery. This worksheet can be used to begin your program/organization's process by walking through the following steps:

Process for Internal Equity Assessment

Have you started the activities of assessing your active incorporation of equity into your service delivery? If so, please list actions taken.

If not, please list 3 actions you can put into play in the next **3 months**. Examples could include completing an internal equity assessment, discussing the topic with your staff and board, and gathering qualitative and quantitative data.

1.

2.

3.

Equity in Program Planning

Have you conducted conversations with consumers, staff, and leadership to think through developing more equitable structures and processes? If so, please list who you have spoken with. If not, please list some examples of who you intend to reach out to in the next **3 months**. These people could also serve on an Equity Team for your program/agency.

1.

2.

3.

Processes for Data Review

Have you begun assessing data (HMIS and/or other data sources) to identify gaps in data collection? What types of data have you assessed? If so, please list some steps taken. If not, please list three action steps you could initiate in the next **6 months**:

1.

2.

3.

Strategy to Incorporate Racial Equity for Service Delivery Worksheet

Identification of Areas That Need Improvement

Based on data review and authentic engagement, have you identified areas that need improvement within your agency or program? If yes, what gaps have you found? If no, what are some steps you can take in the next **3 months** to better identify those areas that need improvement?

1.

2.

3.

Ongoing Equity Training for Staff

Have you begun the process of identifying possible places in your agency's homeless response system in which implicit bias may impact program participants' experience? Have you begun offering any training to directly address equity among your team?

If yes, what have you found so far and/or what trainings have you provided? If no, what are some steps you can take in the next **3 months**?

1.

2.

3.

Improvement of Equitable Service Delivery and Procurement

Have you started thinking through and increasing your level of equitable service delivery and/or procurement? Some examples of this would be assessing your hiring protocols to ensure that the process is equitable, providing racially focused TIC (Trauma Informed Care) as a regular part of service delivery, and partnering with culturally specific organizations to better meet the needs of the vulnerable populations you serve.

If yes, what steps have you taken, if no, what are some ways you could initiate this process in the next **3 months**?

1.

2.

3.