

Race and Equity Policy Worksheet: July 30, 2019

		<i>Questions to consider:</i>	<i>Answers:</i>
Step 1:	Set Outcomes:	What is the purpose or desired outcome of this policy?	
		What do applicable laws & performance standards require?	
Step 2:	Involve stakeholders & analyze data	Who is impacted by this policy?	<ul style="list-style-type: none"> - Staff: center/site staff & PSES staff - Policy Council and the PSES Board - Children and families in the program
		<p>What do conversations with stakeholders about this policy tell you about existing racial inequities that influence people's lives?</p> <p>What are the root causes or factors related to this policy creating these racial inequities?</p>	
Step 3:	Determine the benefit and/or burden	<p>Are there unintended consequences of this policy to people of color?</p> <p>Will any benefits to people of color result from this policy?</p>	
Step 4:	Advance Opportunity or minimize harm	What are the strategies related to this policy that will address the racial inequities determined in Steps 2 and 3?	Group's Recommendation: