



# Office of Equity and Engagement

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CITY OF GRAND RAPIDS

# Community Agreements

Be

Be Present

Speak

Speak your truth & respect other people's truths

Listen

Listen attentively with your ears, eyes and heart

Notice

Notice moments of discomfort and stay curious

Believe

Believe in your own capacity and the capacity of others to change with experience, time or information

Voice

Create space for all voices to be shared.

Share

Keep confidentiality; Share the learning

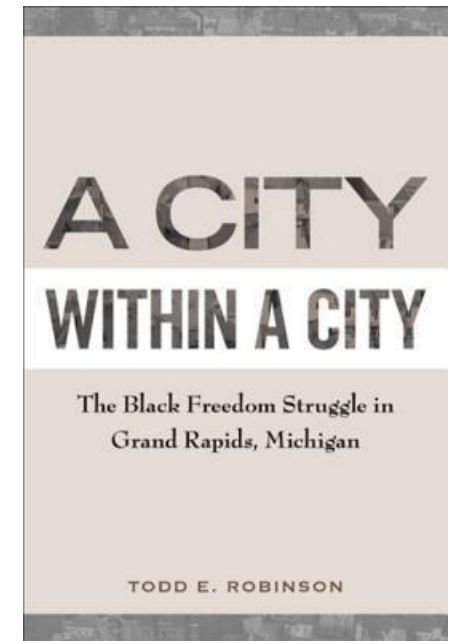
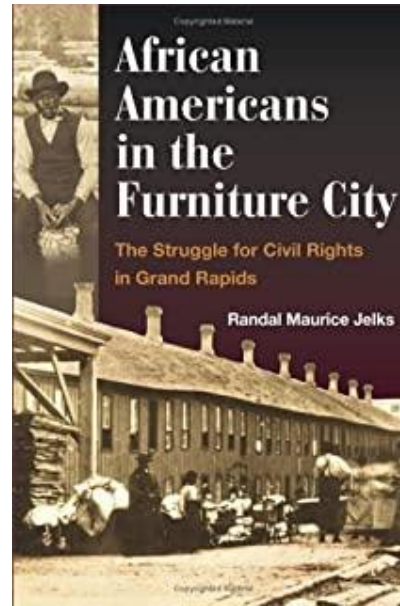
Self-Care

Take care of yourself

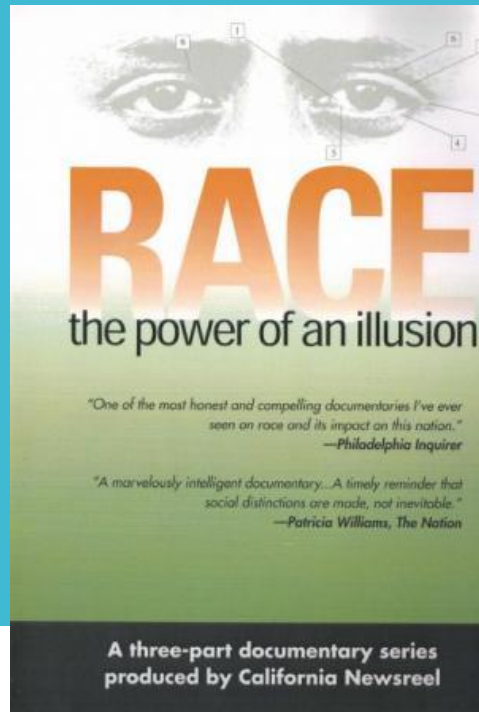
# Situatedness (inequities) in Grand Rapids

Housing • Wealth  
Creation • Education •  
Health

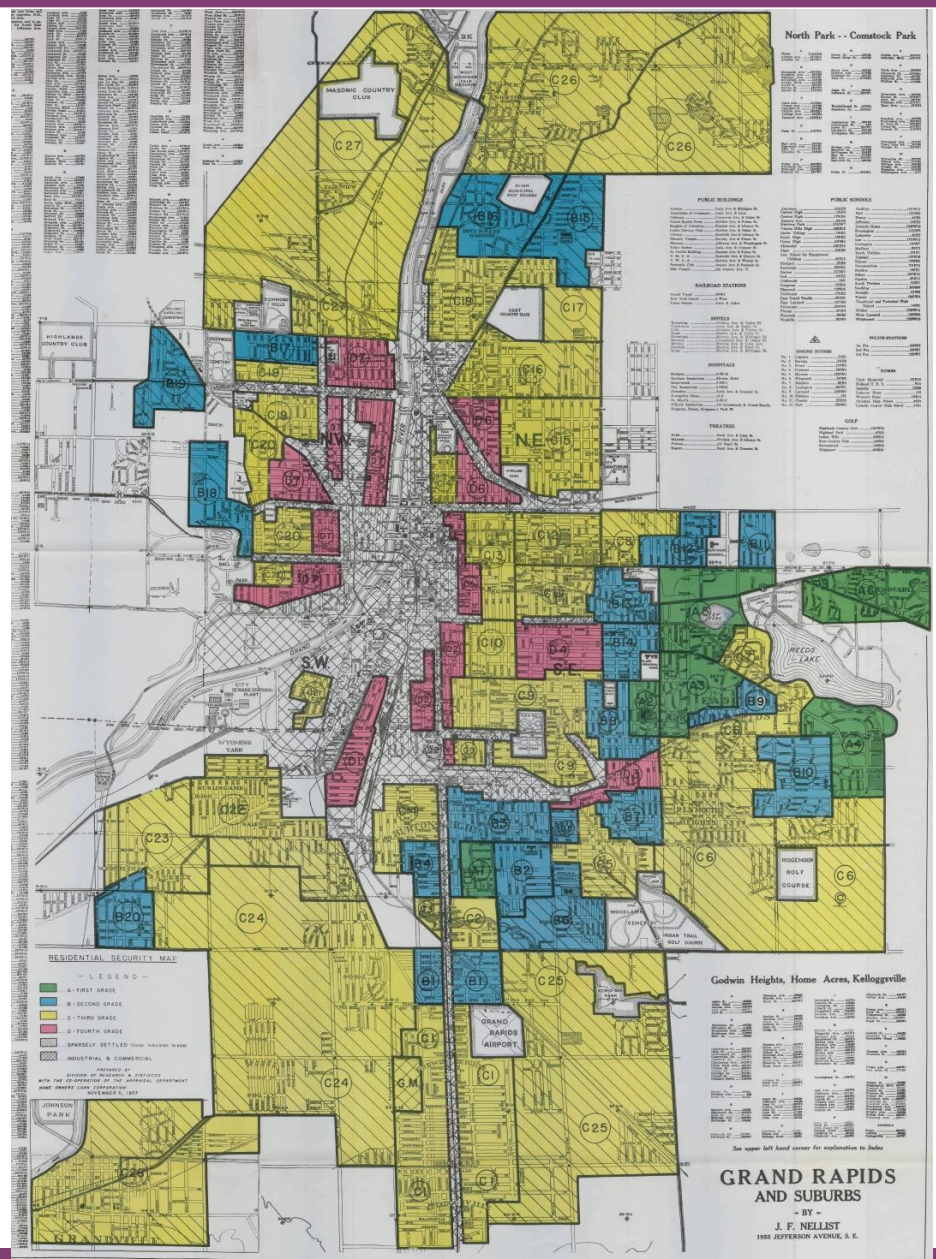
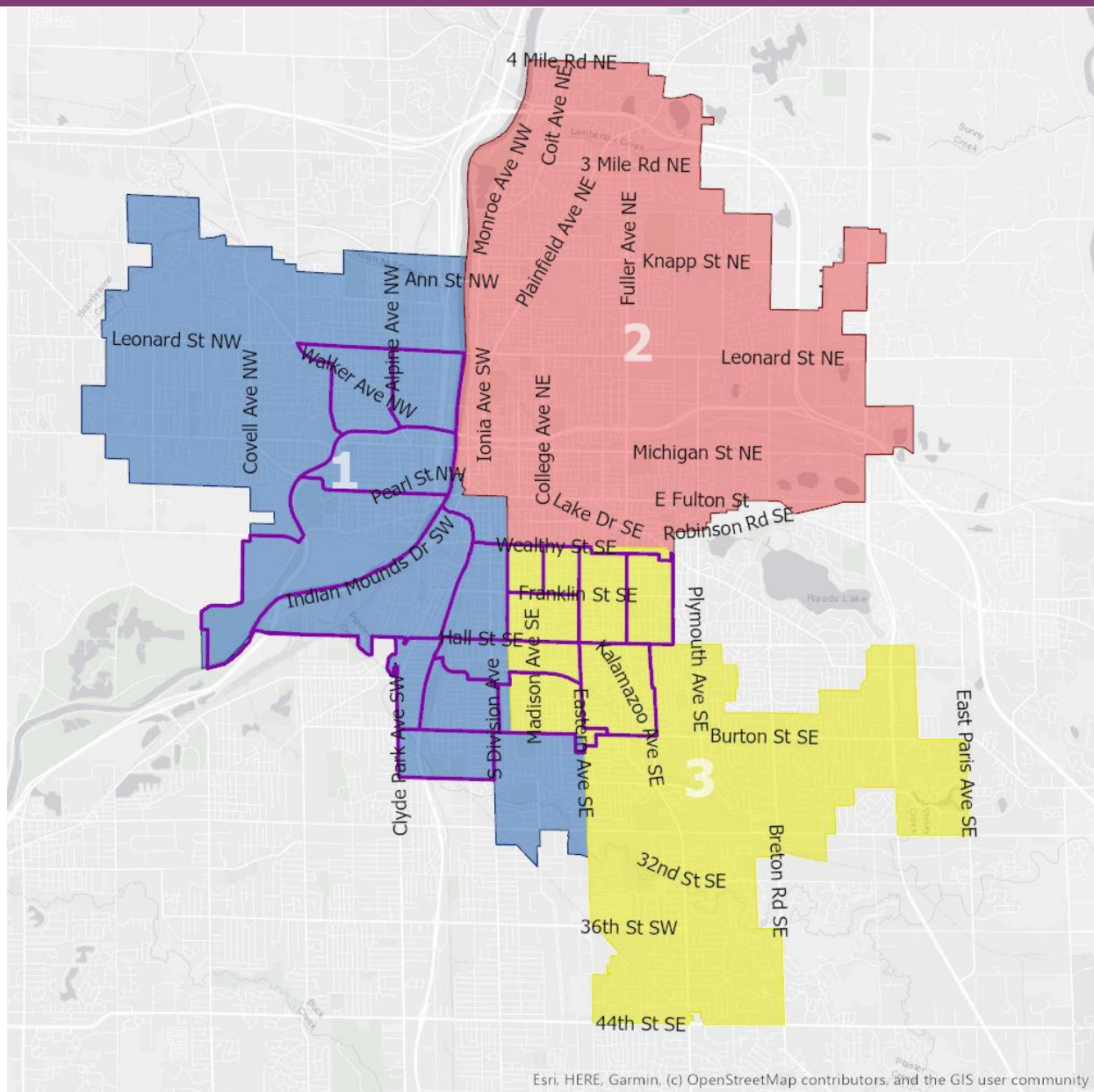
**\*Must Reads\***

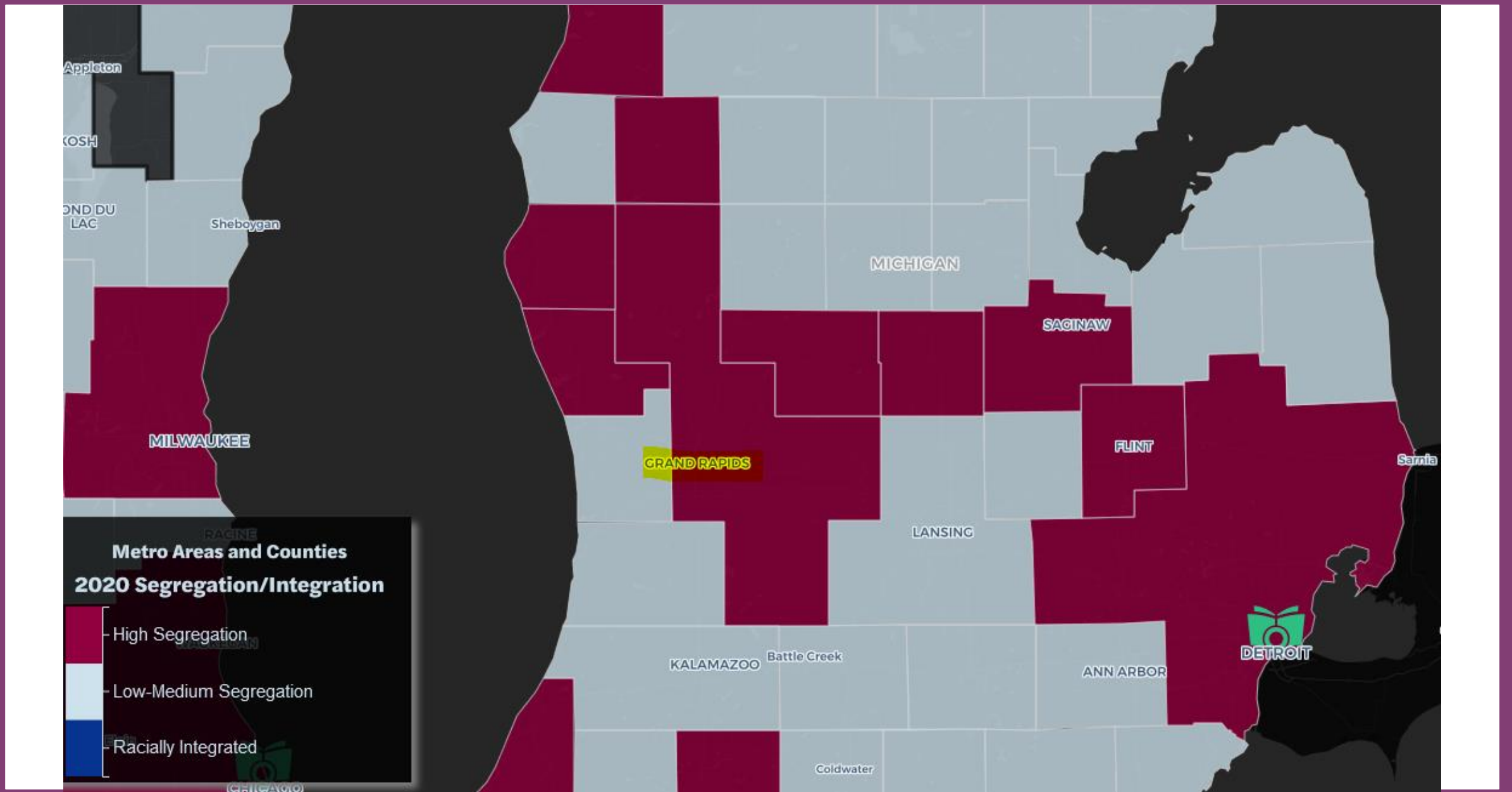


# Part 3: The House We Live In









Mapping Race in America – Othering and Belonging Institute





The opposite of "racist" is not "not racist."

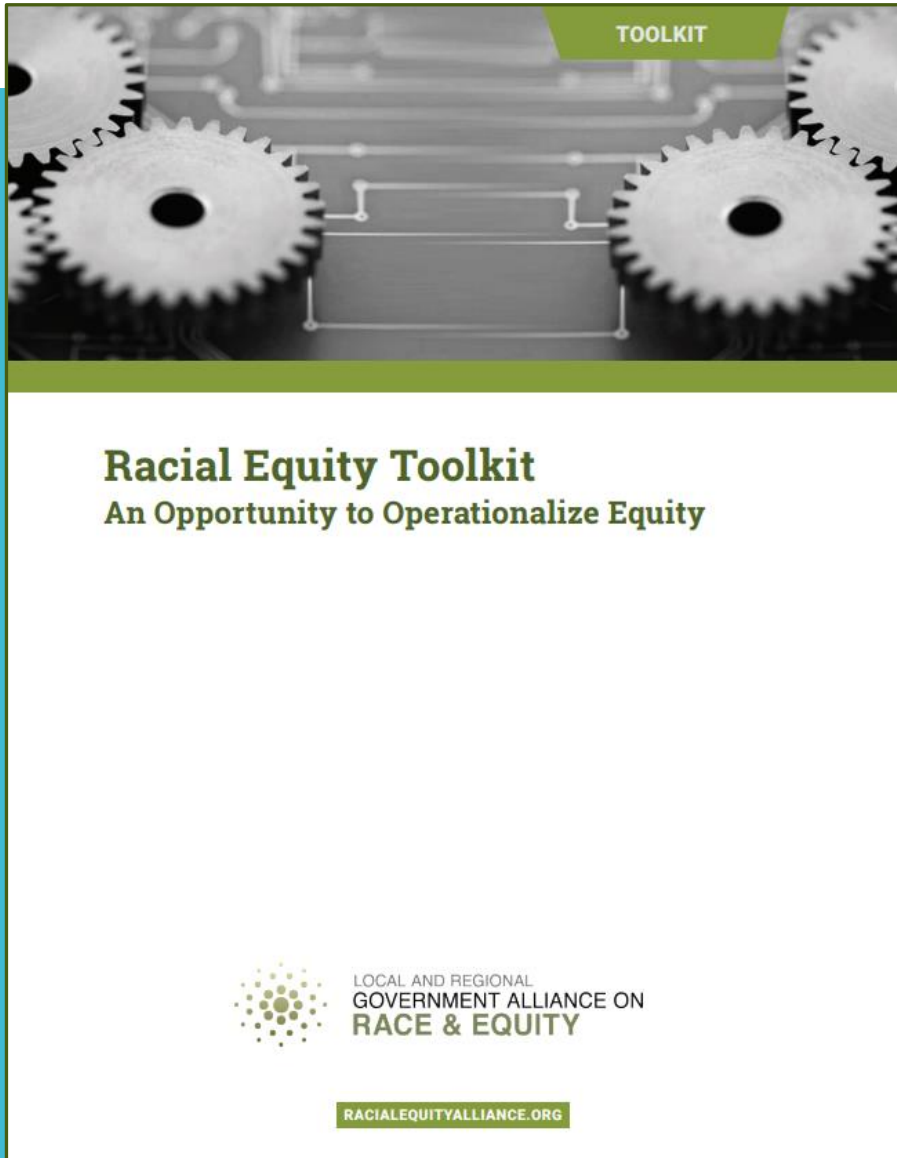
-Ibram X. Kendi

# Racial Equity

- Racial Equity is both a condition and an approach.
- Racial equity is a condition or achieved when one's race or ethnicity does not predict (in a statistical sense) one's success.
- We have to 1) have target strategies to focus improvements for those worse off and 2) move beyond "services" and focus on changing policies, institutions and structures. The approach includes analyzing decisions through a series of questions outlined in the GARE Racial Equity Toolkit.

[www.racialequityalliance.org](http://www.racialequityalliance.org)





## The Racial Equity Tool is a simple set of questions:

- 1. Proposal:** What is the policy, program, practice or budget decision under consideration? What are the desired results and outcomes?
- 2. Data:** What's the data? What does the data tell us?  
*\*\*Disaggregation of Data\*\**
- 3. Community engagement:** How have communities been engaged? Are there opportunities to expand engagement?
- 4. Analysis and strategies:** Who will benefit from or be burdened by your proposal? What are your strategies for advancing racial equity or mitigating unintended consequences?
- 5. Implementation:** What is your plan for implementation?
- 6. Accountability and communication:** How will you ensure accountability, communicate, and evaluate results?

# Pre-Work for Today

- Watch [Unequal Opportunity Race](#) video (4 min.)
- Read GARE Racial Equity Toolkit (p.3 – 13)
- **Write out your plan** –What do you want your chapter to say about your work and efforts? What steps will you take to advance equity on this board and in this work? We will discuss as a group at the next meeting, as well as how we might incorporate the Toolkit as a formal role on the board.
- Extra Credit 😊 Watch full [Part 3](#) of Race: The Power of Illusion (1 hour)

**What resonated with you the most from our last session? Any reflections before we begin?**

Notes:

Reflections

Our Chapter...

What will it say  
about the  
collective work  
of the AHF?

**What do you want your chapter to say about your work and efforts?**

Notes:



# Personal Commitment and Action

What steps will you take to advance equity on this board and in this work?

Notes:

## Next Step Ideas

- Wordle or Visual of Today's Vision (Chapter) and Personal Action Steps.
- Place visual on agenda to center equity
- Culture Keeper roles for equity pauses and to connect us to the collective equity vision
- GARE Toolkit in practice