

COLLECTIVE  
IMPACT

# Assessing the Racial Equity Impact of Your Collective Impact Efforts



**LIVING CITIES**

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# Overview

## Purpose

To help you and your initiative partners think through the potential equity impacts of your collective impact work.

To identify potential ways to equitably partner with communities of color in your collective impact work.

## Guidelines

**Expected group time required:** ~30-45 minutes depending on depth of discussion

**Suggested pre-requisites to complete this exercise:**

This exercise can be completed as an individual, but is best when used as a conversation guide in group discussion. It serves as a complement to the Living Cities e-course on the topic. You will need either a whiteboard or a space of paper to complete the exercise.

### **Racial Equity Impact Assessment**

Use the following five racial equity impact assessment questions, adapted from a toolkit developed by the [Race Matters Institute](#) to think through the potential impact of your collective impact strategies on communities of color.

**1. Are all racial/ethnic groups who could be affected by your collective impact effort currently engaged at any level of your initiative?**

*On a whiteboard or blank sheet of paper, list the racial and ethnic groups currently in your community. Which of these groups are you currently engaging in your collective impact effort? Which community members are not engaged? The examples below illustrate one way you might capture your analysis.*

<i>Local racial/ethnic group</i>	<i>Currently Engaged? (y/n)</i>	<i>If yes, how are they currently engaged?</i>
<i>Salvadoran immigrant community</i>	<i>Yes</i>	<i>Salvadoran parents engaged through community focus groups discussing literacy programs.</i>
<i>Native American community</i>	<i>Yes</i>	<i>Local Native American community association representative sits on the initiative's community</i>

**2. How might the collective impact effort affect each group?**

*For each group listed above, think through how the goals of your collective impact initiative will affect each community of color. You can also think through how the specific strategies or programs of your collective impact effort will affect each community of color. Write these down in your notes.*

**3. How might each group perceive the proposed effort?**

*For each group you listed in question 1, think through how the goals and strategies of your collective impact initiative could be perceived by each group.*

**4. Does the collective impact effort worsen or ignore existing disparities?**

*If you know your local disparities, write down your reflections about how your current collective impact efforts might either worsen or ignore them. If you don't know your local disparities, respond with an educated guess about how your proposed efforts might affect disparities.*

**5. Based on your responses to the first four questions, what revisions are needed in your collective impact effort in order to afvacne more equitable results for communities of color?**

*Think through how your collective impact initiative might shift the way it works so that it could positively impact known or anticipated racial disparities.*