

Advancing Equity In Collective Impact

Advancing equity in collective impact is bound to surface some of the deepest and most complex issues of society. How each partnership navigates the issue of equity will be specific to the local environment and historical context. This resource is an accumulation of publically available tools and resources meant to help support and guide collective impact work with an equitable lens.

Tools and Resources Key

Documents are categorized as “tools” or “resources”. “Tools” will include content meant to help guide you or a group through a specific task. “Resources” are articles, links or information meant for further research or education on a specific subject.

Questions and Feedback

To ask questions or give feedback, contact a member of the StriveTogether Knowledge Team by [clicking here](#).

TOOLS

Click on the titles to download the documents.

Equity is not Equality

Document courtesy of [Interaction Institute for Social Change](#)

An image that illustrates the difference between Equity and Equality. Use this slide to start conversations on equity. Have individuals come up with a label or description for the picture and then have them discuss how this applies to our work.

The Four Voices of Collective Impact

Document courtesy of [CoCreative Consulting](#)

The Four Voices of Collective Impact, based the work of Jim Scully and John Body at ThinkPlace, helps us ensure that we have the voices of Intent, Experience, Expertise, and Design, and provides examples for how to bring those voices into your group.

Assessing Your Organization’s Readiness and Capacity to Move a Racial Justice Agenda

Document courtesy of [Western States Center](#)

This assessment is designed to identify potential barriers to taking on a racial justice focus and outline the preparatory work that may be needed to effectively engage in and sustain racial justice work.

Racial Equity Impact Assessment

Document courtesy of [RaceForward](#)

A Racial Equity Impact Assessment (REIA) is a systematic examination of how different racial and ethnic groups will likely be affected by a proposed action or decision. This includes sample questions to anticipate, assess, and prevent adverse consequences of proposed actions on different racial groups.

How Can we Create an Inclusive and Equitable Planning Process?

Document courtesy of [Racial Equity Tools](#)

Tip Sheet focuses on inclusivity in four issues: process issues, practices, decision-making, and accountability. These tips apply to a wide variety of group formations and processes, including coalitions, collaborations, system interaction, dialogue processes, etc.

The Business Case for Equity

Resources courtesy of [My Brother's Keeper Alliance](#)

My Brother's Keeper Alliance (MBKA) generates and distributes innovative resources to support change in local communities that will ultimately improve the lives of boys and young men of color (BYMOC) in this country. Visit their website for a number of resources that explain the business case for equity.

RESOURCES

Click on the titles to download the documents.

Three Ways to Achieve Education Equity (Part 1 of 3)

[Striving for Change](#) | by [Parvathi "Parv" Santhosh-Kumar](#)

This article is a part of a three part equity blog series. Read [part two](#) by [Melanie Ervin](#) and [part three](#) by [Carly Rospert](#) of this series to learn more about how collective impact partnerships can address education inequity.

Webinar: Racial Equity and Community Engagement in Collective Impact

Resources courtesy of [Living Cities](#)

How do you apply a racial equity lens to working with communities in collective impact? Tackling racial inequalities head on is critical to dramatically improving results for low-income people. Our webinar explored applying a racial equity lens to community engagement and collective impact work.

Implicit Bias and Its Role in Philanthropy and Grantmaking

Document courtesy of [National Committee for Responsive Philanthropy](#)

Philanthropy has proven itself a powerful mechanism for working toward a more equitable society by challenging oppression and seeking to ensure social, economic and political change.

Nonprofits: Equity Must Begin Within

[The Huffington Post](#) | By Paul Schmitz

There has been increasing buzz about “equity” and “racial equity” in the nonprofit and philanthropic sectors and among cross-sector collective impact efforts. This is a good thing and our nation’s persistent and rising racial and economic disparities demand it.

Why Start Racial Equity Work, And What Are Its Implications?

Document courtesy of [Racial Equity Tools](#).

Be clear about why you are doing racial equity work. Clarity will keep your group grounded when the work becomes complicated and challenging, as it undoubtedly will.

Why It’s So Hard to Talk to White People About Racism

[The Huffington Post](#) | By Dr. Robin DiAngelo

I am white. I have spent years studying what it means to be white in a society that proclaims race meaningless, yet is deeply divided by race. This is what I have learned: Any white person living in the United States will develop opinions about race simply by swimming in the water of our culture. But mainstream sources -- schools, textbooks, media -- don’t provide us with the multiple perspectives we need.

Hiding in Plain Sight: Disaggregating Data to Address the Racial Divide in Education

[The Huffington Post](#) | This blog is co-authored by Ben Hecht and Kathy Merchant, President & CEO of the Greater Cincinnati Foundation.

Education is a game changer. Those that have more of it earn more over a lifetime and have the greatest chances to build wealth. Yet a wide gap persists between educational attainment between white and non-white Americans.

Youth Acts Community Impacts: Stories of Youth Engagement with Real Results

Developed by [The Forum for Youth Investment](#) with the support of the [Ford Foundation](#).

Young people are being asked to sit on boards, submit ideas and support community efforts through structured (sometimes required) volunteering. And, increasingly, young people are not waiting to be asked.

Lessons in Leadership: How Young People Change Their Communities and Themselves
Study Conducted by [Social Policy Research Associates for the Innovation Center for Community and Youth Development](#), funded by the [Ford Foundation](#).

The findings summarized in Lessons in Leadership offer a new vision for youth development, civic engagement, and activism. The hope is that the research results and recommendations detailed in this executive summary will be useful to policymakers, researchers, funders, and practitioners.

Inequality Is a Drag

The New York Times | *By Paul Krugman*

For more than three decades, almost everyone who matters in American politics has agreed that higher taxes on the rich and increased aid to the poor have hurt economic growth.

Diversity Matters

McKinsey & Company | *By Vivian Hunt, Dennis Layton, and Sara Prince*

We know intuitively that diversity matters. It's also increasingly clear that it makes sense in purely business terms. Our latest research finds that companies in the top quartile for gender or racial and ethnic diversity are more likely to have financial returns above their national industry medians. Companies in the bottom quartile in these dimensions are statistically less likely to achieve above-average returns. And diversity is probably a competitive differentiator that shifts market share toward more diverse companies over time.

Tips for Reviewing Resources

Document courtesy of [Racial Equity Tools](#).

This document includes reflection questions to help you critique or add to any resources or materials in ways that can support racial equity.