



# Racial Equity Assessment

**Equity** is just and fair inclusion into a society in which all, including all racial, ethnic and marginalized groups, can participate, prosper, and reach their full potential. Equity gives all people a just and fair shot in life despite historic patterns of racial and economic exclusion.

[\(Social Justice Resolution ARTT\)](#)

**Purpose of this Tool:** To facilitate conscious consideration of equity and examination of how communities of color, low-income and other marginalized populations will be affected by a proposed action/decision.

**Instructions:**

Use this tool as early as possible in the development of policies, services, programs, and budgets. Groups should review the Process Guide prior to beginning the assessment.

The analysis should be completed by people with different racial and socioeconomic perspectives. When possible, we strongly encourage to involve those directly impacted by the issue. Include and document multiple voices in this process.

The order of questions may be re-arranged to suit your situation. Please consult with the [ARTT](#) for guidance if necessary

The “*What, Who, Why, and How*” questions of this tool are designed to lead to strategies to prevent or mitigate adverse impacts and unintended consequences on marginalized populations.

**BEGIN ANALYSIS**

**Title of policy, plan, or program:**

**Name of group(s) conducting this analysis:**

**Names and affiliations of others participating in the analysis:**

**1. WHAT**

**a. What is the policy, services, program, or budget being analyzed, and what does it seek to accomplish?**

**b. What factors (including existing policies and structures) associated with this issue might be affecting communities of color, low-income and other marginalized populations differently?**

**c. What does available data tell you about this issue?**

**d. What data are unavailable or missing?**

**e. Which focus area(s) will the policy, services, programs, budgets primarily impact?**

**Please add any comments regarding the specific impacts on each area:**

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Access                   | <input type="checkbox"/> Literacy          | <input type="checkbox"/> Employment practices      |
| <input type="checkbox"/> Digital                  | <input type="checkbox"/> Early childhood   | <input type="checkbox"/> Staffing & promotion      |
| <input type="checkbox"/> Materials                | <input type="checkbox"/> School age        | <input type="checkbox"/> Recruitment & hiring      |
| <input type="checkbox"/> Services                 | <input type="checkbox"/> Adult             | <input type="checkbox"/> Staff training            |
| <input type="checkbox"/> Programming              | <input type="checkbox"/> Budget & finance  | <input type="checkbox"/> Benefits                  |
| <input type="checkbox"/> Facilities               | <input type="checkbox"/> Fund development  | <input type="checkbox"/> Marketing & communication |
| <input type="checkbox"/> Safety & security        | <input type="checkbox"/> Board of trustees | <input type="checkbox"/> Facilities/Library spaces |
| <input type="checkbox"/> Community engagement     |  |  |
| <input type="checkbox"/> Other (please describe): |  |  |

Comments:

**2. WHO**

**a. Who (individuals or groups) could be impacted by the issues related to this policy, program, services or budget?**

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Preschool children/families | <input type="checkbox"/> People of color        | <input type="checkbox"/> Unhoused people            |
| <input type="checkbox"/> School-age children         | <input type="checkbox"/> Black/African American | <input type="checkbox"/> Immigrants                 |
| <input type="checkbox"/> Elementary                  | <input type="checkbox"/> Latinx                 | <input type="checkbox"/> Veterans                   |
| <input type="checkbox"/> Middle school               | <input type="checkbox"/> Arab/Middle Eastern    | <input type="checkbox"/> Low-income households      |
| <input type="checkbox"/> High school                 | <input type="checkbox"/> Asian                  | <input type="checkbox"/> Resource-privileged        |
| <input type="checkbox"/> College students            | <input type="checkbox"/> Indigenous             |   |
| <input type="checkbox"/> Adult                       | <input type="checkbox"/> 2 or more races        | <input type="checkbox"/> Public transportation user |
| <input type="checkbox"/> Senior                      | <input type="checkbox"/> Disability             | <input type="checkbox"/> Bicycle riders             |
| <input type="checkbox"/> Gender                      | <input type="checkbox"/> Vision                 | <input type="checkbox"/> Pedestrian                 |
| <input type="checkbox"/> Female                      | <input type="checkbox"/> Hearing                | <input type="checkbox"/> Automobile user            |
| <input type="checkbox"/> Male                        | <input type="checkbox"/> Mobility               |   |
| <input type="checkbox"/> Non-binary                  | <input type="checkbox"/> Learning               | <input type="checkbox"/> Weight                     |
| <input type="checkbox"/> LGBTQ+                      | <input type="checkbox"/> Mental                 |   |

Other (please describe):

Comments:

**b. Who would benefit?**

**c. Who would be burdened?**

**d. Are there potential disproportionate impacts (positive and/or negative) on communities of color or low-income communities?**

**e. Have stakeholders from different racial groups and socioeconomic and underrepresented groups—especially those most affected—been involved and represented in the development of this proposal or plan? Who is missing and how can they be engaged?**

**Internal Stakeholders**

- |   |                                      |
|---|--------------------------------------|
| <input type="checkbox"/> Board members      | <input type="checkbox"/> Contractors |
| <input type="checkbox"/> Staff members      | <input type="checkbox"/> Other       |
| <input type="checkbox"/> Hourly             |                                      |
| <input type="checkbox"/> Salaried           |                                      |
| <input type="checkbox"/> Friends of Library |                                      |
| <input type="checkbox"/> Volunteers         |                                      |

**External Stakeholders**

- |   |                                |
|---|--------------------------------|
| <input type="checkbox"/> Community partners (list)                                | <input type="checkbox"/> Other |
| <input type="checkbox"/> Leaders of color from non-profit, public, private sector | <input type="checkbox"/> Other |
| <input type="checkbox"/> People not accessing our services                        |                                |
| <input type="checkbox"/> Community anti-racism teams                              |                                |

Comments:

**f. What input have you received from those who would be impacted and how did you gather this information? Specify sources of comments and other input.**

**3. WHY**

**a. What are potential unintended consequences? What benefits or burdens may result? (Specifically consider social, economic, health, and environmental impacts.)**

**b. What identified community needs are being met or ignored in this issue or decision?**

**c. What are the root causes or factors creating any racial or social inequities associated with this issue? (Examples: Bias in process; Lack of access or barriers; Lack of inclusive engagement) See Resources.**

**4. WHERE**

**a. Are there impacts on geographic/neighborhood areas? (Select all that apply.) [Link- add map](#)**

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Central business district | <input type="checkbox"/> Oakwood        | <input type="checkbox"/> Reciprocal areas        |
| <input type="checkbox"/> Eastside                  | <input type="checkbox"/> Oshtemo        | <input type="checkbox"/> Greater Kalamazoo area  |
| <input type="checkbox"/> Eastwood                  | <input type="checkbox"/> Southside      | <input type="checkbox"/> Other (please describe) |
| <input type="checkbox"/> Edison                    | <input type="checkbox"/> Vine           |  |
| <input type="checkbox"/> Milwood                   | <input type="checkbox"/> Westwood       |  |
| <input type="checkbox"/> Northside                 | <input type="checkbox"/> Westnedge Hill |  |
| <input type="checkbox"/> Oakland/Winchell          |   |  |

Comments:

**5. HOW: RECOMMENDATIONS SECTIONS**

**a. Describe recommended strategies to address adverse impacts, prevent unintended negative consequences and advance racial equity (program, policy, services and/or budget/fiscal strategies):**

**b. Is the program or plan:**

- Realistic?
  - Adequately funded?
  - Adequately resourced with personnel?
  - Adequately resourced with mechanisms (policy, systems) to ensure successful Implementation and enforcement?
  - Adequately resourced with provisions to ensure ongoing data collection, public reporting, stakeholder participation and public accountability?

If you answered "no" to any of the above, what resources or actions are needed?

Comments:

**c. Who is accountable for this decision?**

**d. How will impact be documented and evaluated? What are the success indicators and progress benchmarks?**

**e. How will those impacted by this issue be informed of progress and impacts over time?**

<b>Target Audience</b>	<b>Method of Communications</b>	<b>Responsible Party</b>	<b>Timing</b>
<i>Example Staff</i>	<i>Email Updates</i>	<i>Jane Doe</i>	<i>By Friday 12/2019</i>

**NOTES**

## **Resources**

### **City of Madison Wisconsin: Racial Equity & Social Justice Initiative – Tools & Resources**

<https://www.cityofmadison.com/civil-rights/programs/racial-equity-social-justice-initiative/tools-resources>

### **The Annie E. Casey Foundation: Race Equity and Inclusion Action Guide**

<https://www.aecf.org/resources/race-equity-and-inclusion-action-guide/>

### **City of Seattle: Race and Social Justice Initiative (RSJI): Publication & Resources**

<https://www.seattle.gov/rsji/resources>

### **Government Alliance on Racial Equity (GARE): Tools & Resources:**

<https://www.racialequityalliance.org/tools-resources/>

### **Analyzing Root Causes of Problems: The “But Why?” Technique**

<https://ctb.ku.edu/en/table-of-contents/analyze/analyze-community-problems-and-solutions/root-causes/main>

# KPL Neighborhood Data Sheet

## Summary

As the yellow highlights show, a major pattern running through the data is that Kalamazoo's three segregated neighborhoods are on the bottom end of virtually every metric. Note that downtown is naturally a high renter area and that downtown *income* should be interpreted with the knowledge that it includes homeless people staying at the Gospel Mission.

Neighborhood	# POC	% POC	# White	% White	Income	Poverty	Renting	Extremely Rent Burdened (paying over 50% income)	Eviction Rate*	Home Value
Northside	4804	91.37%	454	8.63%	\$25,676	45.68%	53.59%	43.30%	13.91%	\$54,900
Eastside	2389	80.90%	564	19.10%	\$27,627	39.14%	40.91%	44.17%	14.13%	\$54,100
Edison	4504	55.07%	3674	44.93%	\$25,267	34.82%	51.22%	33.40%	12.94%	\$53,400
Eastwood		31%		69%	\$41,120	19%	35%			
Milwood	2339	27.99%	6018	72.01%	\$46,842	12.33%	41.20%	20.72%	6.53%	\$104,600
Southside	247	26.62%	681	73.38%	\$40,288	24.36%	40.40%	40.43%	10.49%	\$102,500
Downtown	521	26.35%	1456	73.65%	\$22,009	31.26%	92.19%	19.66%	3.97%	\$124,60
Oakwood	384	25.05%	1149	74.95%	\$37,723	19.49%	38.35%	17.46%	10.28%	\$76,800
Vine	1188	23.13%	3948	76.87%	\$33,503	31.72%	82.62%	26.37%	5.28%	\$69,200
Oshtemo		22%		78%	\$43,829	16.4%	50%			
Oakland/Winchell	568	17.69%	2642	82.31%	\$68,917	8.76%	24.53%	15.30%	4.49%	\$161,800
Westwood Panhandle	229	13.86%	1423	86.14%	\$52,264	19.30%	45.26%	29.72%	3.99%	\$146,300
Westnedge Hill	492	12.56%	3426	87.44%	\$66,647	11.17%	29.12%	14.88%	4.34%	\$147,20
Reciprocal Area?										

Source: Census, American Community Survey 5 year estimates, 2012-2016

Eviction Data Source: *Eviction Lab* (2018)

last updated: 11/6/2019



<b>Neighborhood</b>	<b>Census Tract</b>	<b>Block Group(s)</b>
Downtown	2.01	1
Eastside	1	1-3
Edison	9	1-2
	10	1-7
	11	1
Milwood	18.01	1-4
	18.02	1-3
Northside	2.02	1
	3	1-5
Oakwood	16.03	1,2
Southside	11	2
Vine	6	1-5
	11	3
Westnedge Hill	12	1,2
	17.02	1,2
Westwood Panhandle	15.06	1
Oakland/Winchell	16.01	1-3
	12	3