

# SOCAC

System of Care Advisory Council

## SOCAC Racial equity worksheet

**Full Evaluation is below. Abbreviated worksheet at bottom of worksheet.**

**Proposal:** What is the policy, program, practice or budget decision under consideration?

1. What is the name of the proposal under consideration?
2. Does it center the expressed needs of youth and family?
3. What are the desired results<sup>1</sup> and outcomes<sup>2</sup>?
4. What areas will the decision impact?

- |   |  |
|---|--|
| <input type="checkbox"/> Pregnancy and post-natal                       | <input type="checkbox"/> Health care systems                   |
| <input type="checkbox"/> Early childhood intervention                   | <input type="checkbox"/> Housing and other social determinants |
| <input type="checkbox"/> Behavioral health services                     | <input type="checkbox"/> Child welfare                         |
| <input type="checkbox"/> Intellectual/developmental disability services | <input type="checkbox"/> Juvenile justice                      |
| <input type="checkbox"/> Education settings                             | <input type="checkbox"/> Other:                                |

**Data:** What does the data tell us?

1. What geographic areas will be impacted? If impacting specific counties or regions, please list.

- Statewide
- Metro areas
- Rural areas
- Other:

2. What are the racial demographics of those living in the identified geographic areas?
3. Quantitatively, what do we know about existing racial inequities, including root causes?
4. What SOC outcome measures are related to this proposal?

---

<sup>1</sup> Results are at the community level are the end conditions we are aiming to impact.

<sup>2</sup> Outcomes are a measurement of the intended result. Measures respond to questions quantity (How much?), quality (How well?) and impact (Is anyone better off?).

5. Have we asked the right questions of the right people? What are the data gaps? What additional data would be helpful for analyzing the proposal, and how will this data be obtained?

**Community Engagement:** How have youth and families been engaged?

1. Who will be most affected by this decision?
2. How have these youth and families been engaged in development of this proposal?
3. What do youth and family have to say about the burdens and benefits of this proposal?
4. What have we heard about the factors that produce or perpetuate racial inequities and intersections of all marginalized identities related to this proposal?
5. Is there a need to expand engagement to impacted groups before a decision is made?

**Analysis and strategies:** What are the strategies for advancing racial equity?

1. How will proposal increase or decrease racial equity?
2. What are potential unintended consequences? What benefits may result?
3. Are the impacts aligned with outcomes defined in Step #1?

**Implementation:** What is the plan for implementation?

1. Describe the plan for implementing the decision.
2. Is the plan:
  - Realistic
  - Adequately funded
  - Adequately resourced (staff/time)
  - Adequately resourced (data collection/reporting/community engagement)
3. If the answer to any of the above is no, what resources or actions are needed?

**Accountability and communication:** How will SOCAC ensure accountability, communicate, and evaluate results?

1. How will impacts be documented and evaluated? How will we know the anticipated outcomes are achieved and impacted communities experienced the intended impact?
2. How and when will impacts on racial equity be evaluated and reported?
3. What communication strategies will be used to ensure public accountability – especially for youth and families most impacted by the decision?

### **Abbreviated worksheet**

The reality of working in government is that there are often unanticipated priorities that are sometimes inserted on a fast track. Even with a short time frame, asking a few questions relating to racial equity can have a meaningful impact. The following abbreviated worksheet may be used when immediate decisions are needed.

- What are the racial equity impacts of this particular decision?
- Who will benefit from or be burdened by this particular decision?
- Are there strategies to mitigate unintended consequences?