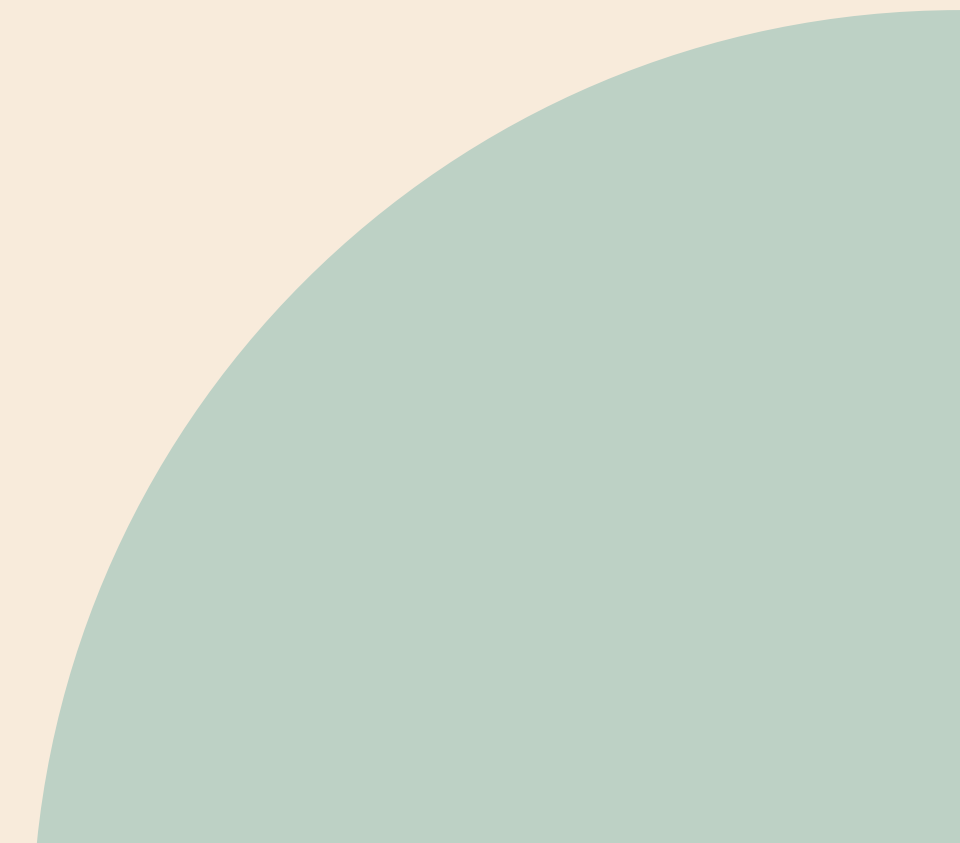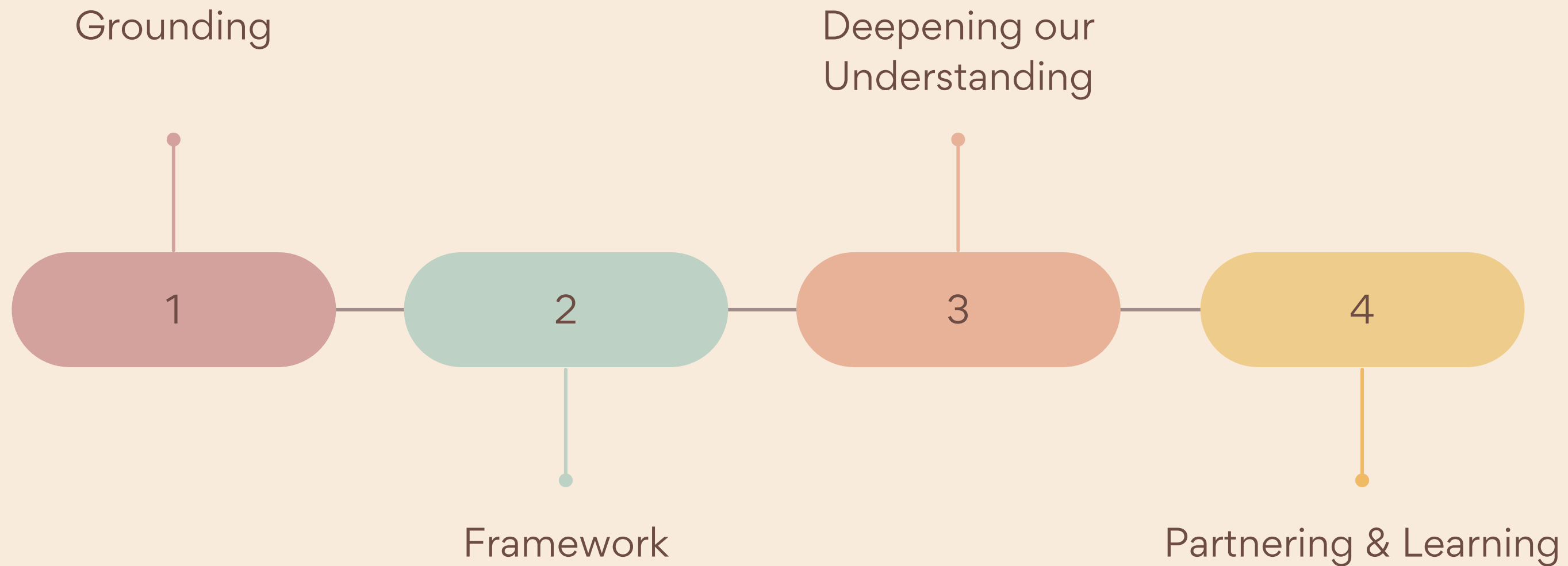# Equity in Multi-Sector Collaboration

An assessment and toolkit for centering equity

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Agenda

Grounding

Deepening our
Understanding

| 1 | 2 | 3 | 4 |

Framework

Partnering & Learning

Guiding Questions

FOCUS
? How can we center equity as a multi-sector collaboration?

HOW
What gets in the way?
What's most important? ?

ASSESS
? How well do you address equity right now?

ACTION
Where do we start? ?

LEARN
? How do we go deeper?

Equity in Multi-Sector Collaboration Toolkit

ASSESSMENT

Rating scale with indicators that offer concrete equity practices & processes

REFLECTION GUIDE

Curated resources & supports


Framework for Equity and Collaboration

EQUITY VALUES

Value 1	Value 2	Value 3
We are equity focused.	We dismantle dominant culture practices that promote inequity or marginalization.	We are led by and serve the people most affected by inequities.

EQUITY CAPABILITIES

STRONG TIES THROUGHOUT COMMUNITY

Capability 1	Capability 2	
Create meaningful and deep engagement with community	Share leadership and power with residents	

DISCIPLINED IMPROVEMENT AND ACCOUNTABILITY APPROACH

Capability 3	Capability 4	Capability 5
Define ambitious equity goals	Use a disciplined improvement approach to obtain results that residents want to see	Use data with an equity oriented mindset

STRATEGIES TO ADDRESS THE STRUCTURAL BARRIERS THAT UPHOLD INEQUITIES

Capability 6	Capability 7	
Recognize and eliminate structural barriers that uphold racism, sexism, homophobia, classism, etc.	Design and implement collective and ambitious equity policy agendas	

BUILD CAPACITY FOR EQUITY AMONGST STAFF, LEADERSHIP, AND COMMUNITY LEADERS

Capability 8	Capability 9	
Equity is highly valued as a core competency	Design structures and processes to promote equity at individual and organizational levels	

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Share leadership and power with residents

01 Access to power

02 Representation of backbone

03 Decisionmaking transparency

04 Normalization of equity conversations
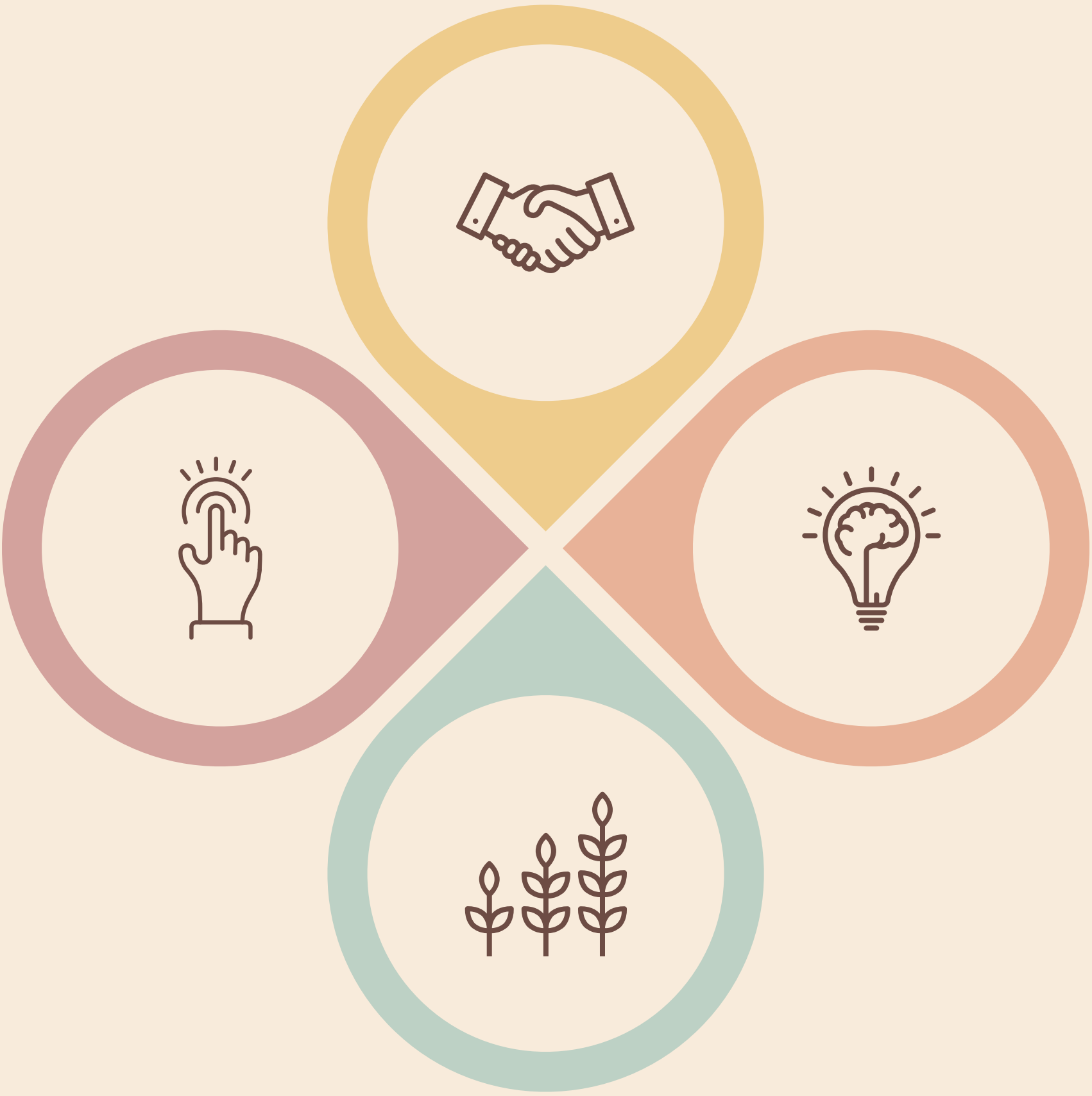
Share leadership and power with residents

01 Access to power

02 Representation of backbone

03 Decisionmaking transparency

04 Normalization of equity convos

Most of our MSC's core team or backbone staff live in the neighborhoods we serve or have lived experience

We regularly hold discussions with all of the MSC members about power, e.g., who they think holds power, whose power to leverage, who does not have power, who feels comfortable in the MSC space, who doesn't

Define ambitious equity goals and use data with an equity-oriented mindset
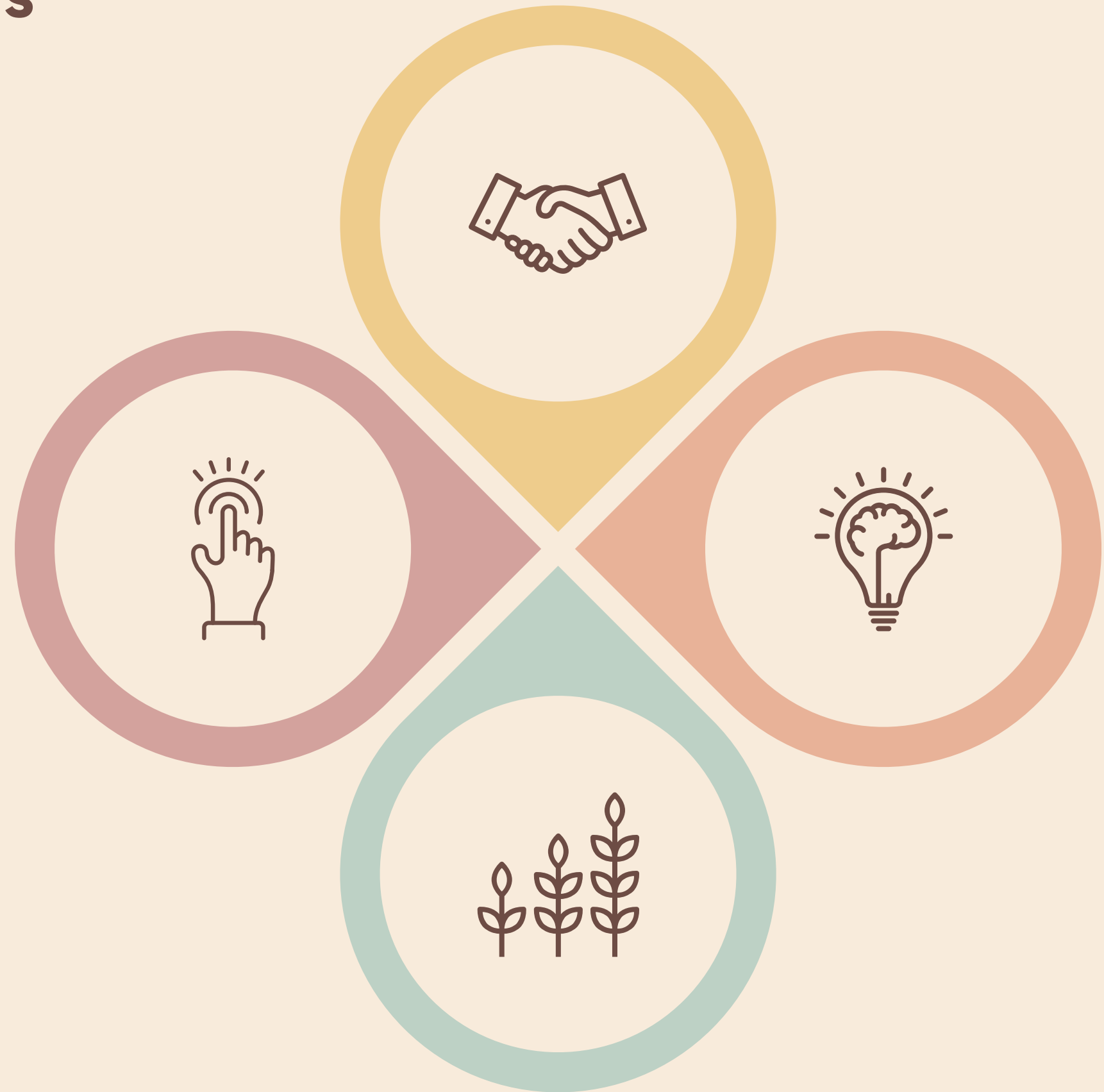
01 Full involvement

02 Targeted universalism

03 Change at scale

04 Disciplined approach to equity improvement

05 Disaggregated data and data-driven focus

Define ambitious equity goals and use data with an equity-oriented mindset

01 Full involvement

02 Targeted universalism

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05 Disaggregated data and data-driven focus

Our MSC is addressing inequities or disparities with the same amount of rigor and attention as we spend on any of our other major goals.

Our backbone or core team is regularly assessed by everyone in the MSC on their connection and engagement with the community, their leadership capacity to develop and drive a common agenda that eliminates inequities, and willingness to cede visibility and roles to the community at large

Recognize & eliminate structural barriers that uphold racism, sexism, homophobia, classism, etc.
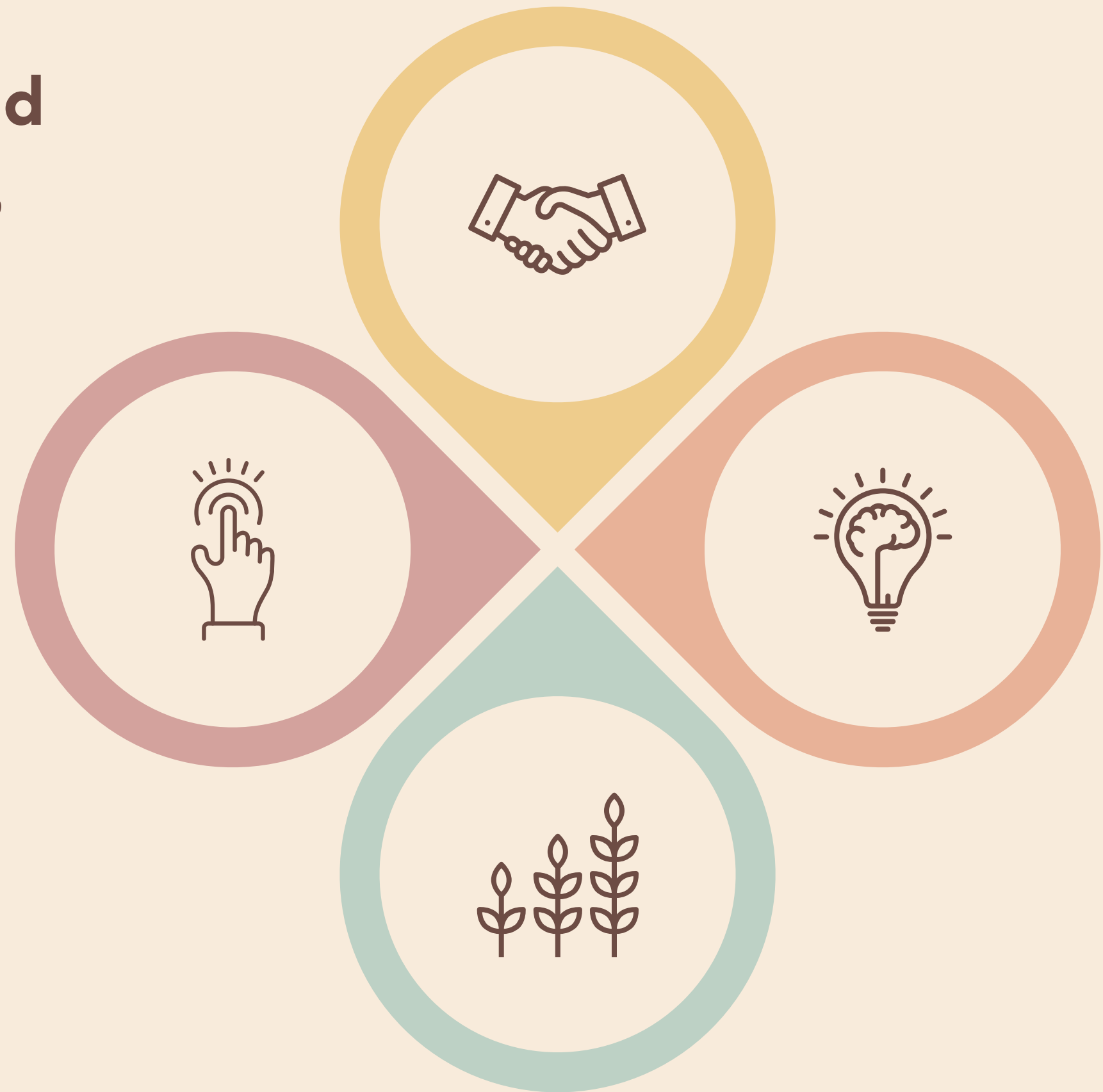
01 Structural and root causes

02 Equity capability of backbone

03 Anti-racism awareness, approaches

04 Powerful system actors dismantling structural racism

Recognize & eliminate structural barriers that uphold racism, sexism, homophobia, classism, etc.

01 Structural and root causes

02 Equity capability of backbone

03 Anti-racism awareness, approaches

04 Powerful system actors dismantling structural racism

All of the MSC partners who are in positions to make or change policies that address structural barriers, e.g., government agencies, elected officials, school districts, businesses, and other key anchor institutions, actively implement multiple anti-racist policies.

All of the MSC's partner organizations recognize their past unjust policies or negative impacts on the community -- have acknowledged it, taken responsibility for it, and worked hard to build trust and dismantle/not reinforce the structures that create inequities.

Design structures & processes to promote equity at individual & organizational levels
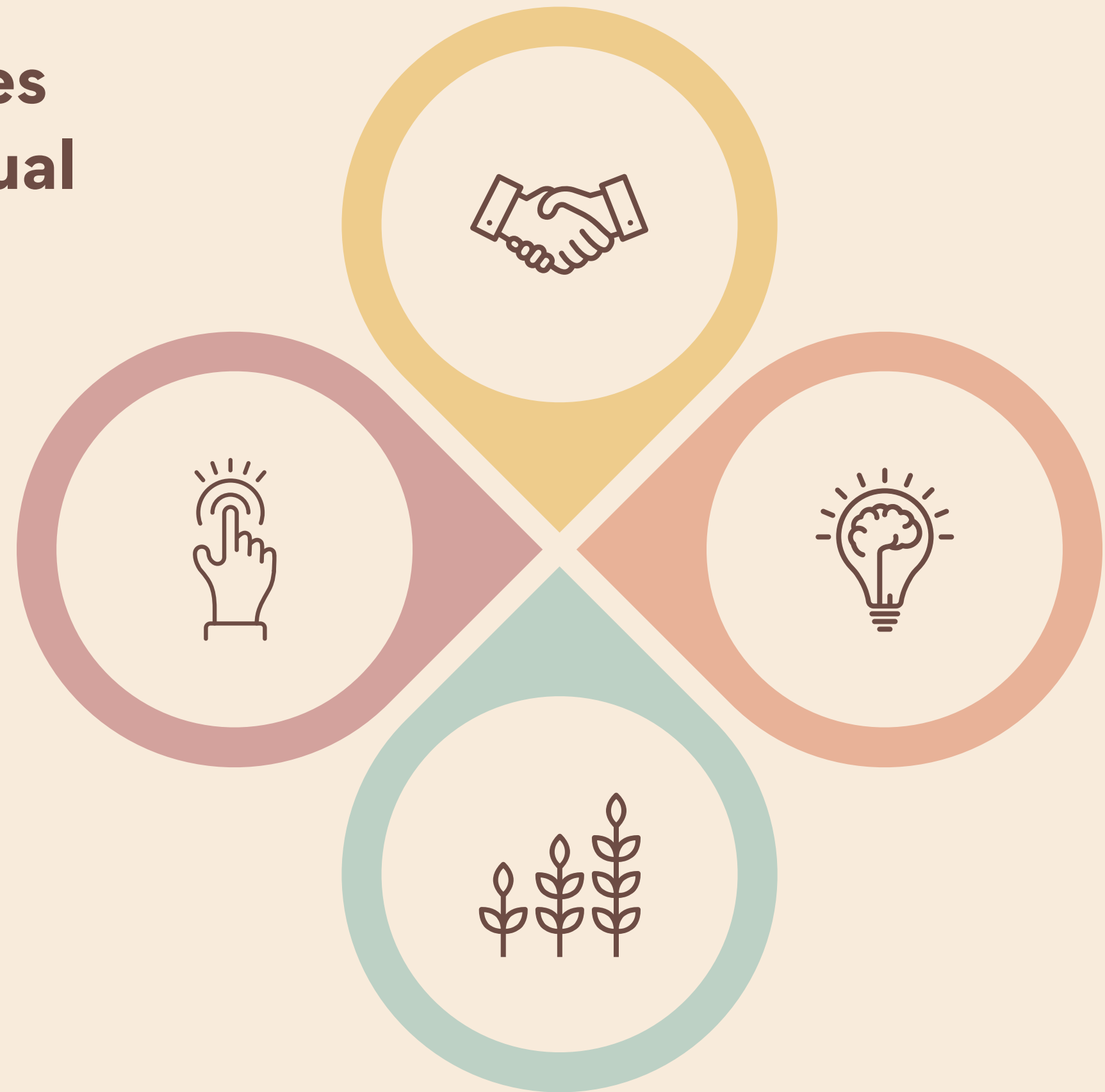
01 Organizational processes and equity action plans

02 Accountability for equity

03 Partnerships and internal capacity

Design structures & processes to promote equity at individual & organizational levels

01 Organizational processes and equity action plans

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03 Partnerships and internal capacity

Our MSC has a written equity action plan with specific organizational policies and practices for individuals and organizations in the MSC, which is closely monitored, implemented, and adapted at regular intervals.

There are many changes across operational functions/departments in the MSC or in partner organizations where equity strategies are being implemented, e.g., in contracting, hiring, budgeting.

Shifting from a backbone to a root body

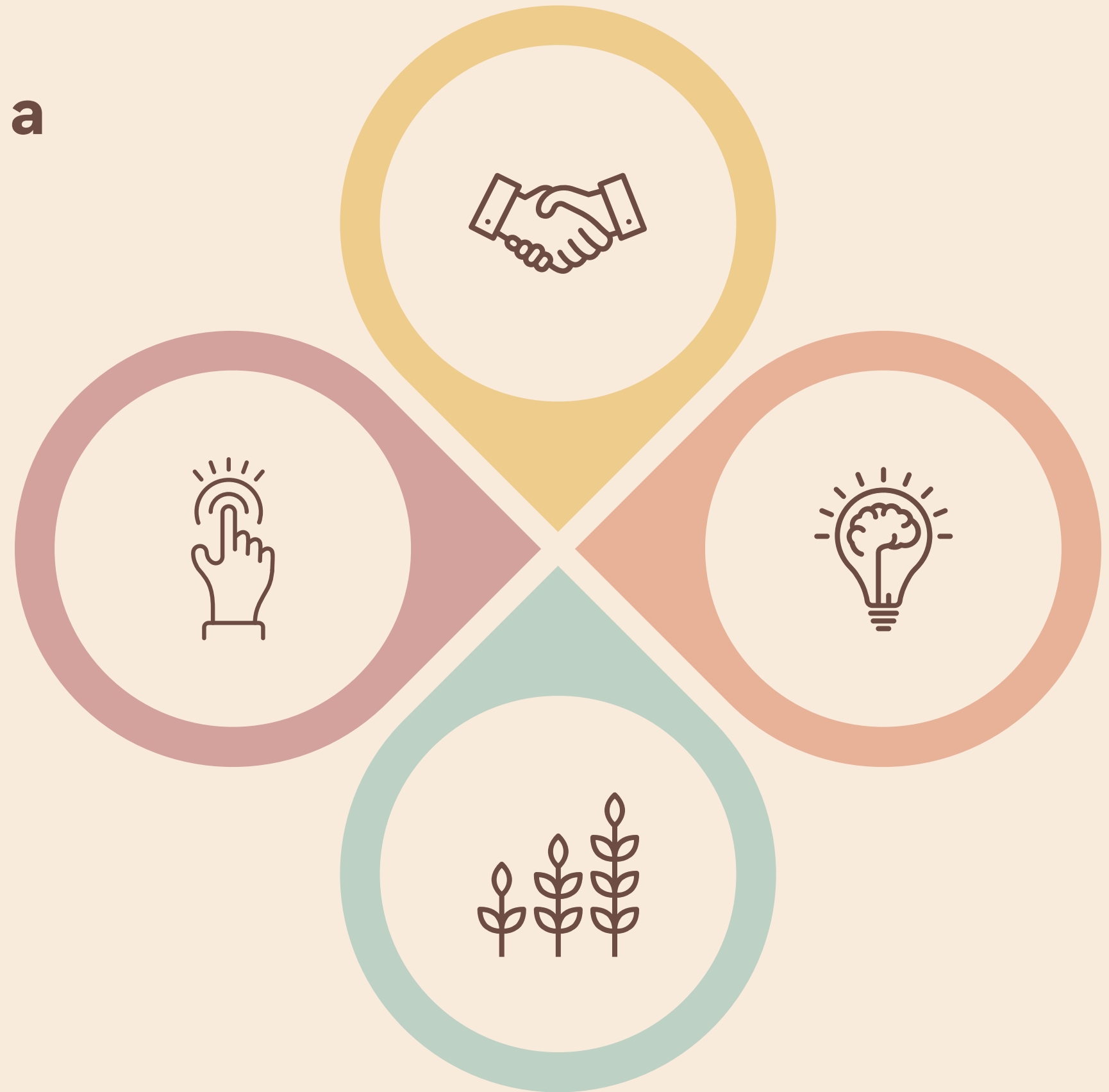**01** Power to direct resources, set agenda, and lead discussions

02 Transparent, accountable decision making

03 Community feedback on backbone

04 Pathway for resident leadership

Shifting from a backbone to a root body

01 Power to direct resources, set agenda, and lead discussions

02 Transparent, accountable decision making
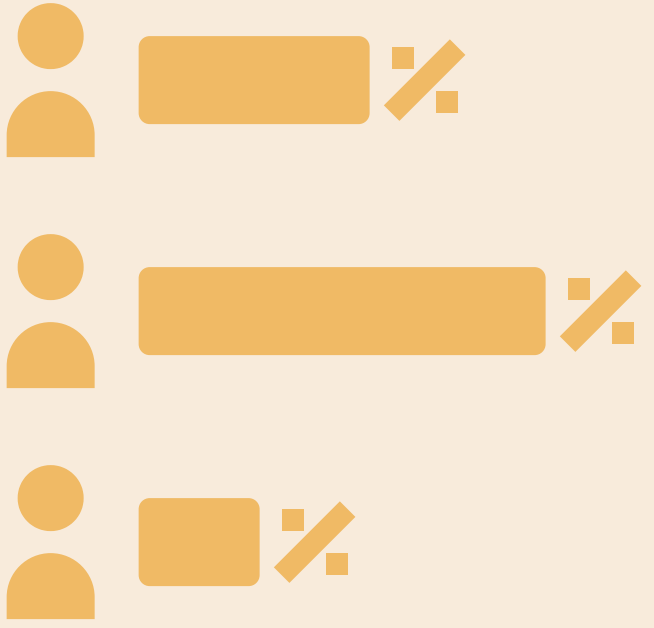
03 Community feedback on backbone

04 Pathway for resident leadership

Residents or people with lived experience have veto power on all important decisions.

We are regularly asked our honest opinion about the backbone's capability for addressing equity, more than once a year.

Equity Assessment Scoring

Forming

Learning

Thriving

| 1 | 2 | 3 | 4 | 5 | 6 |

2. Residents and people with lived experience rarely have as much say in shaping strategies and decisions as anyone else in the MSC

4. About half the time, residents and people with lived experience have as much say in shaping strategies and decisions as anyone else in the MSC

6. In all instances, residents and people with lived experience have as much say in shaping strategies and decisions as anyone else in the MSC

Partnering and Learning
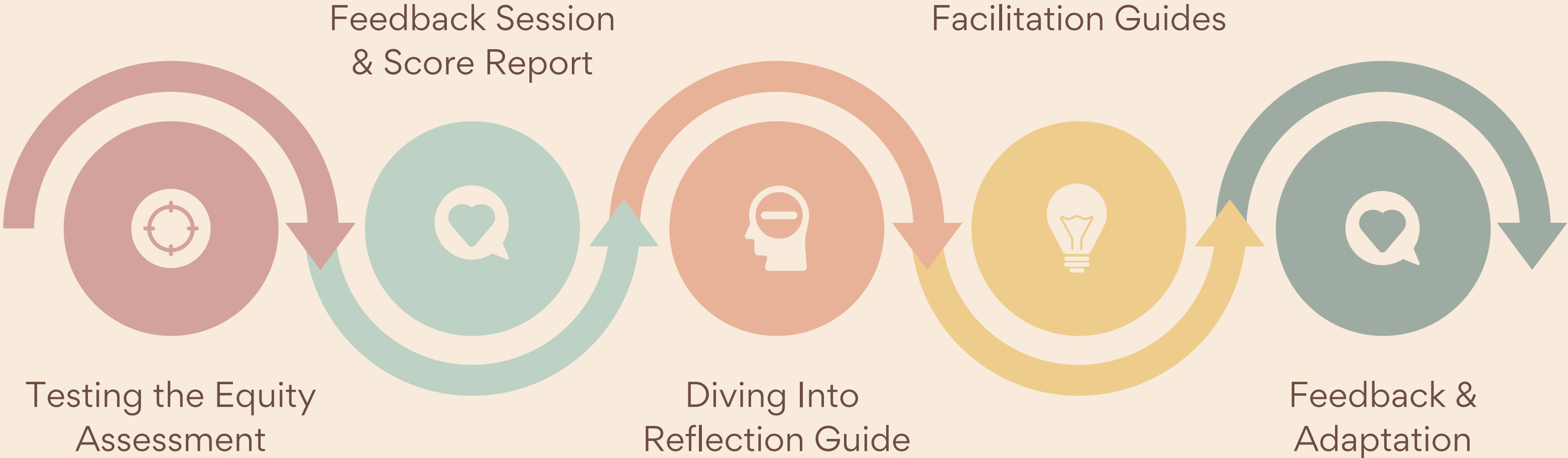
Interested in learning more?

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