RACISM AS A ROOT CAUSE APPROACH

**Long-Term**
Sustainable and/or institutionalized for long term impact

**Systems Change**
Focuses on changing policies, systems, or environments as opposed to changing people

**Precise Impact**
Precisely impacts the racially marginalized group(s)

**Reparations**
Seeks to repair historical injustices by shifting resources, power, and opportunities to marginalized racial groups
## RRC Intervention Description:

**Describe how your program might meet the four criteria:**

### Long-Term
- In what ways does your program prioritize Black and Indigenous communities in its strategic planning timelines? 1 year? 5 years? 10 years?
- How can your program invest in long-term solutions that will improve Black and Indigenous health outcomes?

### Systems Change
- What proportion of your program’s work investigates individual-level risk factors and what portion target structural risk factors?
- How might your program change the environments around Black and Indigenous communities to improve health outcomes in the future?

### Precise Impact
- What proportion of your program’s work is specifically targeting health outcomes for Black and Indigenous people? How is success in this regard measured?
- What can your program do to address anti-Black and Indigenous racism within research, medical/clinical care settings, and public health institutions?

### Reparations
- What proportion of the resources, power, or opportunities your program leverages ends up in Black and Indigenous communities?
- How might your program prioritize Black and Indigenous communities in their annual budget?
- Which processes are in place to ensure that Black and Indigenous staff and community members have opportunities for growth, access to leadership positions, and decision-making power within your program?