



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?

