

# Indianapolis Public Library (IndyPL) Racial Equity Toolkit



Adapted from the [Government Alliance on Race & Equity \(GARE\) – Racial Equity Toolkit: An Opportunity to Operationalize Equity](#). For additional reference or to view the full list of questions see the worksheet in appendix c.

As you are thinking through your program or initiative, your work team should ask the series of questions below. Critical to the effectiveness of this tool are the following:

- Apply this toolkit in the early stages of your planning process.
- Make sure that individuals of different racial backgrounds are included. If your work team does not have the necessary representation, please contact your manager, a program specialist, or the adult/youth services managers.

## QUESTION 1: What is the PROPOSAL? What are the desired RESULTS?

- What is the policy, program, practice, or budget decision under consideration?
- What are the desired results in the community and outcomes within the organization?
- What does the proposal have the ability to impact?

## QUESTION 2: What is the DATA? What does the data tell us?

- What are the potential impacts in neighborhoods or service areas?
- What does population data tell you about racial inequities?
- Are there data gaps? What more information would be helpful?

## QUESTION 3: How have COMMUNITIES been engaged?

- Are there opportunities to expand engagement?
- Who are the most affected community members who are concerned with or have experience related to this proposal?
- How have you involved these communities in the development of the proposal?
- How can existing partnerships be strengthened to maximize impact?

## QUESTION 4: Who will BENEFIT? Who will be BURDENED?

- What are your strategies for advancing racial equity or mitigating unintended consequences and bias?
- How will this proposal increase or decrease racial equity?
- How might you modify your proposal to enhance positive impacts or reduce negative impacts?

## QUESTION 5: What is your plan for IMPLEMENTATION?

- Is your plan realistic? Adequately resourced with personnel? Adequately resourced with tools to ensure successful implementation? Adequately resourced to ensure on-going data collection, reporting and community engagement?

## QUESTION 6: How will you ensure ACCOUNTABILITY, COMMUNICATE, and EVALUATE results?

- How will the proposal be evaluated?
- How will you know if you are achieving the anticipated outcomes? Are you having impact in the community?
- What are your messages and communication strategies that will help advance racial equity?
- How will you continue to partner and deepen relationships with communities to make sure your work to advance racial equity is working and sustainable in the long-term?