



GUIDING PRINCIPLES

TO APPLY A RACIAL EQUITY LENS TO ECONOMIC SECURITY

Address racial disparity so economic security programs address the most economically insecure populations.

Believe in and become expert at understanding the continuing importance of race, institutionalized racism, structural racism, subtle racism and overt racism. Racial equity and implicit bias training may feel like a small step, but it is an essential first one.

Have the right data and facts, as well as an understanding of the dynamics of racial inequality. In some instances, it may mean collecting data that does not already exist.

Draw upon and invest in the perspectives of experts of color and of real people affected by such policies to design and develop new ideas, policies, and programs tailored to specific needs in specific places.

Know the existing policies and programs – federal, state and/or local – and ideally be able to apply a racial equity impact assessment to them. Know how and when they can be changed and know how to write new policy language, and advocate for those changes.

Have examples of places, programs and policies that have used a racial equity lens to guide, design or change a policy or program.

Develop new narratives and tell compelling stories of why it matters for real people and how new policies with a racial equity focus change lives.

Build and test alternative systems and prototype policies and programs that are designed with racial equity intentionally built in.

Cultivate and support new elected leaders who believe that policies need to be designed with racial equity in mind.

Work in collaboration and coordination with others to build mass and scale. This may mean working together to pool resources.