

Racial Equity Analysis

IB Bylaws

Implementation Board
3.8.23



KCRHA's Mission & Theory of Change

Mission: To significantly decrease the incidence of homelessness throughout King County, using equity and social justice principles.

Theory of Change: *If we create a homelessness response system that centers customer voice (the voices of those who have lived experience of homelessness), then we will be able to focus on responding to needs and eliminating inequities, in order to end homelessness for all.*



Agenda

- ❑ Purpose of the Racial Equity Analysis
- ❑ Process Overview
- ❑ Key Takeaways
- ❑ Next Steps
- ❑ Resources



Purpose

The Racial Equity Analysis is an examination of **how marginalized groups will likely be affected** by a proposed action or decision.

This tool is used to **minimize unintended consequences** in a variety of contexts, including policies, practices, programs, plans and budgetary decisions.

This process is a vital tool for **preventing institutional racism and identifying equitable practices.**

The Board used this process as an opportunity to assess the helps and harms of the currently written Bylaws.



Process Overview

- ❑ Facilitated **three 2-hour sessions** to discuss the Implementation Board By-Laws
- ❑ Collectively read the Bylaws to fully understand, comprehend and interpret
- ❑ Asked **critical thinking questions** to get the group to helps/harms analysis
- ❑ **Group discussion** to understand our current state and desired state



Key Takeaways

PROCESS

ILA & Bylaws

OPMA
(Open Public
Meetings Act)

Vetted
Alternate Pool
(AC & GC)

Collective vs.
Individual
(LEC/LE)

RELATIONSHIP

Meet & Greets

1:1's
(One on One's)

Onboarding

Retreats

Gatherings

BOARD EFFECTIVENESS

Education

Leadership/Professional
Development

Role Clarity

Shared leadership

Shared Decision making

Communication

CULTURE

Prioritizing
Voices of LE

Support

Plain Talk



Next Steps

- ❑ Approve Bylaws by Vote
- ❑ Racial Equity Analysis Write Up
- ❑ Board Retreat in Qtr 2



Resources

- ❑ [Equity Analysis](#)
- ❑ [Values and Principles for Our Shared Work](#) *February 2023*
- ❑ [Community Agreements](#)
- ❑ [The Equity-Based Decision-Making Framework and Assessment Tools](#)



Thank You

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