



Applying a Racial Equity Lens to a Change Project¹

Answer the following questions before implementing any change project, to ensure your agency is a place where everybody has an opportunity to thrive, and that your policies, practices, and procedures benefit the families and the community you serve.

Who benefits from this change, and how?

Who will be burdened by this change, and how?

What potential unintended consequences exist?

How will you address burdens and unintended consequences?

Who did you involve in discussing this change and how did you incorporate their input?

¹ Urban Sustainability Directors Network (2019). Equity Foundations Training. Retrieved from <https://www.usdn.org/equity-foundations-training.html>