# Moving Towards Racial Equity

An Environmental Scan of Models & Frameworks

Exacerbated by the global COVID-19 pandemic, the recent rise in experiences of racism and hate crimes on the North Shore and across the country has amplified the need for building understanding and advancing anti-racism efforts. As communities across the North Shore grow in size and diversity, addressing discrimination and racial equity is an increasing priority and part of our collective journey of truth-seeking.

In 2020, the North Shore Immigrant Inclusion Partnership (NSIIP)—a project of Impact North Shore (formerly North Shore Multicultural Society) hosted a series of community engagement activities aimed at improving community understanding of anti-racism and racial equity. As an extension of these efforts, NSIIP hired a research consultant to conduct an environmental scan and integrate the emerging themes from the community activities into a final report.

The final report, "*Moving Towards Racial Equity: An Environmental Scan of Models & Frameworks*", highlights key principles, promising practices and specific actions for advancing racial equity work and disaggregated data collection in different spheres of impact. This report is intended as a resource for local institutions, agencies and community members looking to further their own understanding and implementation of best practices in racial equity planning models and frameworks.
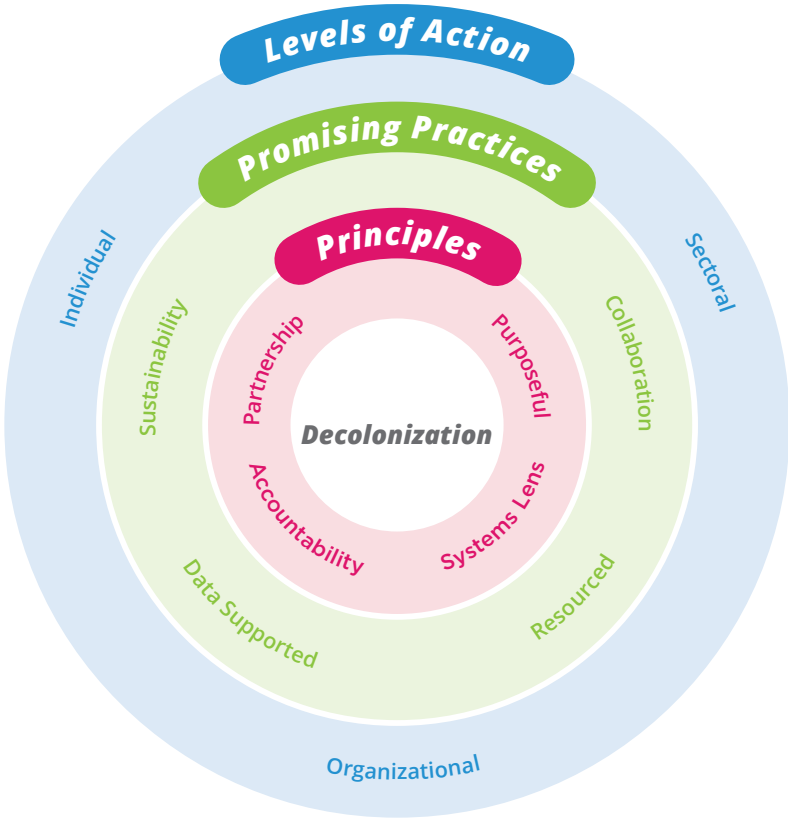
The principles of purpose, systems lens, partnership, and accountability ensure racial equity work within and across community organizations is deeply rooted and sustainable. This foundation, in turn, supports promising practices that help to power critical individual, organizational and sectoral actions. Racial equity work is part of our collective work of decolonization and truth-seeking. The time for action is now.

Promising Practices and Recommended Actions

Promising Practice	Recommended Actions	Individual	Organizational	Sectoral
Collaboration	Break down silos			✓
	Build accountability structures		✓	✓
	Partner with community		✓	✓
Data Supported	Use purpose to guide data collection		✓	✓
	Apply critical assessment strategies	✓	✓	✓
	Use strengths-based approaches		✓	✓
	Share data with care		✓	✓
Resourced	Allocate necessary resources for racial equity work	✓	✓	✓
	Embed racial equity work into operational plans		✓	
Sustainability	Create long-term, staged process		✓	✓

Example: City of Vancouver (YVR) Culture Plan: Blanketing the City in Arts and Culture

Promising Practice	Individual Action	Organizational Action	Sectoral Action
Collaboration		▪ Engages artists from diverse backgrounds as part of the design process	▪ One unified policy document that aligns and directs the City's investment in arts and culture. ▪ Engages artists from diverse backgrounds as part of the design process
Data Supported		▪ Report includes disaggregated data to illustrate and identify disparities ▪ Centers Indigenous ways of knowing through the subtitle of the plan: "Blanketing the City in Arts and Culture."	▪ Report includes disaggregated data to illustrate and identify disparities ▪ Centers Indigenous ways of knowing through the subtitle of the plan: "Blanketing the City in Arts and Culture."
Resourced	▪ Uses complementary, integrative and dedicated equity approaches ▪ Speaks directly about the need for additional resources	▪ Uses complementary, integrative and dedicated equity approaches ▪ Speaks directly about the need for additional resources ▪ Embeds racial equity work into larger operational plans	▪ Uses complementary, integrative and dedicated equity approaches ▪ Speaks directly about the need for additional resources
Sustainability		▪ Creates long term, staged process	▪ Creates long term, staged process