

Communities Creating Racial Equity Sample Goals & Indicators of Outcomes

TIME FRAME	PROGRESS TOWARD RACIAL EQUITY GOALS	INSTITUTIONALIZATION of DEMOCRATIC PROCESSES IN THE COMMUNITY
VISION		
Six Years PLUS	Racial identity is no longer a reliable predictor (in a statistical sense) of how groups of people do in life (education, income, health).	Each person's voice is valued; people know how to take part in the civic life of the community; and everyone who wishes to participate in public life does so.
	Local community data shows evidence of progress on racial equity issues.	
LONG-TERM OUTCOMES		
Five Years	Those most affected by racial inequity agree that progress is being made.	Everyday Democracy practices become part of everyday decision making in various groups.
	Additional racial equity goals are being identified and addressed.	Successful dialogue-to-action practices are institutionalized in the community.
	There are cumulative and positive effects of the strategies	A large number of people from all parts of the community have the skills to work effectively across race and other traditional divides.
	Strategies for creating racial equity are reaching their intended beneficiaries.	Increasingly diverse civic leadership reflects the make-up of the community and addresses matters that affect a range of groups.
INTERMEDIATE OUTCOMES		
Two to Three Years	Strategies are implemented at high quality and have their intended effects.	Stakeholders acknowledge increased community capacity to implement dialogue-to-action efforts that lead to effective results.
	New strategies are added as needed to address unforeseen challenges, and to help overcome resistance to change.	Dialogue-to-action strategies are expanding—addressing more community hopes and concerns.
	Action plans and strategies are implemented at high quality, with their intended results.	Growing numbers of official community leaders draw on the principles of Everyday Democracy for decision making in the community.
	People from every sector of the community talk and work together to address racial equity issues.	Strategic efforts are made to create inclusive coalitions, and to develop leadership and engage stakeholders from all parts of the community.
	Action plans reflect an understanding of structural and institutional racism and how to address them.	There are more leaders who can bridge racial, ethnic, language, and other traditional divides
		People from groups that were underrepresented in initial dialogues begin to take part.
	Many dialogue participants support a plan to address at least one aspect of racial equity.	Action teams form.

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SHORT-TERM OUTCOMES		
<i>One Year</i>		
	Action teams establish benchmarks to hold themselves accountable to groups most likely to be affected by their actions.	
	Action teams use data to set racial equity goals.	Participants in CCRE dialogues experience personal benefits: they know more about racial equity and structural racism; they form new (or stronger) multi-racial relationships; they feel they can help promote change.
	Participants in CCRE dialogues experience personal benefits: they know more about racial equity and structural racism; they form new (and/or stronger) multi-racial relationships; they feel they can help promote change.	Dialogues are organized and conducted according to Everyday Democracy best practices.
		Large numbers of people take part in dialogues. The groups are racially and ethnically diverse.
	The coalition includes organizations and individuals with important community connections for addressing structural racism.	A coalition is formed that includes organizations representing a wide range of sectors and power bases.