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Guide to Anti-racism Action Planning for Non-Profits and Social Purpose Organizations

For an organization to truly become Anti-racist, several elements must align to ensure that Anti-racism work is a priority, is well resourced and evaluated across the organization. This guide is meant to provide a broad overview of the key elements that foster and enable Anti-racism outcomes to be achieved within an organization. The table below explores key considerations to ensure that the process is consistent, value adding and aligned with the organizational priorities.

Strategic Pillar	Question	Community of Practice
Leadership ownership and strategy	Does your board and senior leadership champion Anti-racism efforts within the organization?	The board and/or senior leadership can foster ownership, sponsorship and buy-in for Anti-racism initiatives across the organization.
Fostering capacity and collaboration	Does your organization have designated individuals executing duties on Anti-racism? Does your organization have partnerships with other Anti-racist organizations?	The allocation of resources (human, time and finances) is crucial to fostering and sustaining Anti-racism work.
Internal Assessment	Does your organization have the expertise to assess Anti-racism competence? Does it prioritize Anti-racism targets/outcomes?	Capable and resourced organizations are able to develop Anti-racism expertise and deliver on outcomes without adding the burden on equity deserving groups in the workplace.
Representation and expertise	Does your organization represent the diverse communities that it serves? Does it have the spectrum of diversity to meaningfully engage with equity deserving groups?	Staff from equity deserving groups have the opportunities to demonstrate leadership and bring their lived experience to the workplace.
Public engagement	Does your organization effectively engage members of the public regarding Anti-racism work?	Effective public engagement ensures greater Anti-racism awareness and builds trust with communities.

Service experience	Are equity-deserving groups experiencing a racism free environment in their interactions with your organizations? If not, what is the organization doing about it?	Positive staff and client interactions are essential in fostering an environment of belonging and inclusivity. Experiences of racism often undermine an individual's sense of belonging.
Data collection and analysis	Does your organization collect data on experiences of racism for reporting purposes or the impact of Anti-racism initiatives on communities?	Consistent data collection is crucial to ensuring funders understand the impact of Anti-racism initiatives and organizations demonstrate capacity to deliver programs that support equity deserving groups.
Performance Review and Metrix	Does your organization implement performance metrics that advance equity outcomes?	Organizations that evaluate equity outcomes in performance metrics are more likely to advance Anti-racism goals compared to organizations that do not.
Feedback loops	Does your organization have effective feedback loops to assess effectiveness of Anti-racism policies/initiatives?	Effective and real time feedback ensures timely interventions to maintain positive client experience and leading product development.

If your organization answered **YES** to 12 of these questions, you may be already operating as an effective Anti-racism organization. If your responses to the questions gathered less than 6 responses as Yes, your organization has some work to do for it to become an Anti-racist organization.

In conclusion, The Anti-racism Action Planning guide is meant to be a starting point to assessing and evaluating an organization's Anti-racism priorities, goals, capabilities and evaluation competence. For some organizations, this guide will reveal strong competences to execute Anti-racism work while for others it may reveal a clear lack of expertise or resources. As such, it is imperative to examine the organization's mission, resource capacity and strategic priorities to determine how to effectively implement Anti-racism initiatives.