

QUEST's Racial Equity and Justice Protocol **3/25/17**

We are recommitting ourselves to placing racial equity and justice at the center of our work. We continually ask how our actions help to dismantle past oppression, increase opportunity, and provide greater access to quality education for all. The questions below are a tool that we will use consistently and purposely

Questions to ask when analyzing policies

1. Who created the proposed policy?
2. Who was consulted in its creation?
3. Who will benefit from the proposed policy?
4. Who will be burdened?
5. How could potential damage of the proposed policy be mitigated?
6. What is the current public narrative regarding the policy? Does this narrative perpetuate bias?
7. What are the narratives that QUEST and others would want to advance?

Questions to ask when analyzing QUEST's role in a proposed action

1. Was QUEST invited to join in this action, and, if so, by whom?
2. Are other groups already working on this? If so, should QUEST function in a supporting or parallel role, and not in a lead role?
3. Will QUEST's involvement shift power away from groups that have traditionally not been recognized by those in power? Is this an opportunity for us to give up power so others who have traditionally been marginalized can have more power?
4. Is it possible that QUEST's involvement will discourage others from participating? Will it contribute to a system that does not hear all voices equally?
5. If QUEST takes action, on whose behalf are we speaking? Whom do we represent? How will others perceive that representation?
6. Can we imagine unintended consequences of our proposed action that would increase existing disparities?
7. How does QUEST plan to communicate this action with other organizations, particularly ones of color?

Practices to follow when providing public testimony

1. We acknowledge work of others and offer support
2. If QUEST is acting alone, i.e., if we are asking for raw data, we explain why we are asking and we make explicit mention of how a race equity lens influences our request
3. When members witness oppression or implicit bias we will name it

Questions to ask when reporting back on meetings

1. How are we holding up and acknowledging work of others?
2. How does racial equity play into the meeting?
3. What is the community impact of the meeting (not just its intent)?
4. How was power used in the decision-making at this meeting?

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resources used:

Crossroads Antiracism Organizing & Training especially their power analysis

<http://crossroadsantiracism.org>

Multnomah County Office of Diversity and Equity

<https://multco.us/diversity-equity/equity-and-empowerment-lens>

City of Seattle

http://www.seattle.gov/Documents/Departments/RSJI/RSJI-Racial_Equity_Toolkit-2016.pdf