

RACIAL JUSTICE AND EQUITY FRAMEWORK

GOALS	ORGANIZATIONAL CONSIDERATIONS	CONSTITUENTS & ALLIES	TARGET (DECISION-MAKER)	TACTICS
<p>LONG TERM</p> <ul style="list-style-type: none"> • Are you breaking down structures of oppression? • Are you promoting solidarity? <p>INTERMEDIATE / SHORT TERM</p> <ul style="list-style-type: none"> • Does the problem affect different groups differently? • Does the solution affect different groups differently? • How will you make sure victory results in equity? 	<p>WHAT WE HAVE/NEED</p> <ul style="list-style-type: none"> • Does leadership reflect your constituency? • How will you engage all impacted communities in goal-setting? <p>POTENTIAL INTERNAL CONFLICTS?</p> <ul style="list-style-type: none"> • Is race/class/gender/sexuality/other likely to create explicit divisions? • Is race/class/gender/sexuality/other likely to create unspoken divisions? • Can your opponent use race or other categories to divide you, and how will you respond? 	<p>MEMBERS & POTENTIAL MEMBERS</p> <ul style="list-style-type: none"> • Are you building multiple constituencies? Is there a power differential? • Are there factors that make it hard for certain groups to participate? • Are there cultural factors to account for? <p>ALLIES</p> <ul style="list-style-type: none"> • What oppression analysis do allies bring? <p>OPPONENTS?</p> <ul style="list-style-type: none"> • Can they call you out for lack of diversity? • Can you call them out for lack of diversity? 	<p>PRIMARY DECISION-MAKER</p> <ul style="list-style-type: none"> • What is the identity of the decision-maker? • How does the decision-maker talk about / ignore race, gender, sexuality, etc. • Are there divisions in the decision-maker's base along identity lines? 	<p>WHAT THE PEOPLE DO TO THE TARGET TO GET THEM TO SAY YES TO THE GOALS</p> <ul style="list-style-type: none"> • Are your tactics culturally appropriate? Do your tactics work to build solidarity? How will tactics be received by those you want to recruit? How will you talk about race/identity publicly? Will you need translation?