

WHAT'S RACE GOT TO DO WITH IT?

This "4 Question Tool" will help you determine the structural drivers that create racial disparities. The tool can assist in providing a deeper, structural narrative to disaggregated data. It can also illustrate the connections between resources and root causes of inequities.

1

FIRST LEVEL DRIVERS

For data that show disparities across racial/ ethnic groups, what are the likely causes of the disparities?

2

DEEPER CAUSES

Given the causes you've identified, what in turn causes them?

3

DIFFERENTIAL INFLUENCES

Do we need to (a) unbundle issues of diversity from issues of equity? (b) separate structural causes from individual causes?

4

INTERVENTIONS

What does this discussion suggest for possible policy or practice interventions to reduce racial gaps?

