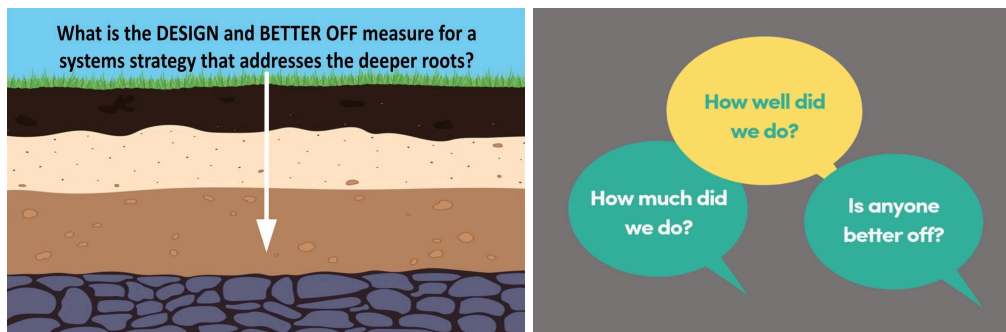


What is Racial Equity Results-Based Accountability (RE RBA)? Why do we use it?

Racial Equity Results-Based Accountability (RE RBA) is a decision-making and prioritization tool that supports a disciplined results-driven approach to racial equity. Because racial inequity is a systemic phenomenon, the RE RBA methodology draws connections between systemic problems and tangible strategic actions that can be taken to produce and contribute to different population level outcomes. RE RBA begins with impact and backs into solutions to ensure that they are selected with an eye to root causes of the inequity. It also requires us to ask whether Black, Indigenous and communities of color are better off, as part of a rigorous seven step process. The output of the RE RBA is an Antiracist Impact Framework which helps teams organize themselves and build accountability toward the greatest racially equitable impact possible within their scope, authority and capability.

If organizations are serious about disrupting inequity, then leaders need to be disciplined in their approach to ensure that their hard work produces change for Black, Indigenous and all People of Color inside of institutions and in the work externally. But, groups often do not know how to bridge the gap between a commitment to racial equity and impact driven work. Doing so requires a deep understanding of racial equity through personal and institutional education and training and deploying a results-driven methodology to move a group from good intentions to transformation.



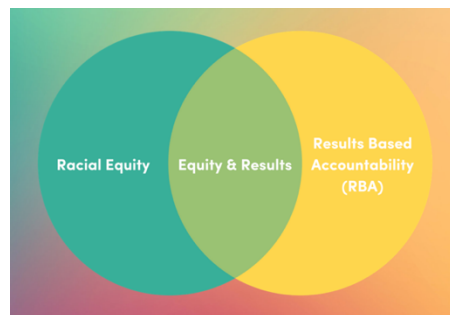
RE RBA transforms usual practices by coming back to a key set of principles that guide a clear methodology. Together, we will build and deepen the “muscle” for using a results centered approach with embedded racial equity principles for learning and accountability. The process will encourage deep input from staff and stakeholders. It will produce a nested framework that shows how internal and external practices, policies and culture either contribute to racial equity or perpetuate racially disproportionate outcomes.

EQUITY & RESULTS

It is also possible for the RE RBA process to be applied to an existing set of strategies, to ensure the strategies are truly addressing the root causes affecting racial disparities in your field and region. A secondary approach could be what we call a “reverse root” process where the group moves to refine an existing strategic plan to ensure antiracist impact.

About us: Who/what is Equity and Results (E&R)?

Equity and Results is a national leader in results-based systems change using explicit racial equity principles. Over the last 14 years - building on our individual practitioner and organizing backgrounds and in partnership with communities, organizations, and place-based collective-impact efforts across the country - E&R has powerfully joined Racial Equity Principles with a Results-Based Accountability framework to transform organizational cultures and actions to deliver racially equitable results.



E&R has a wealth of experience supporting institutions in shifting from good intentions to transformative impact using our proprietary methodology, tools, and pedagogy. More specifically, we support organizations and leaders to:

- catalyze a disciplined results-driven approach to racial equity impact that uses reflection-and-action-based learning loops and a Racial Equity Results-Based Accountability (RE-RBA) methodology to move teams from intention to tangible strategic action, and, ultimately, impact;
- build capacity to understand and unpack intersecting disparities and transform data cultures through qualitative and quantitative data examination, deep root cause analysis, and collective storytelling centering lived experience; and
- ignite healing-centered, reparative and relational practices and norms that deepen and sustain impact-driven racial equity work within individuals and throughout organizational cultures, policies, programs, and practices.

As individual facilitators, each of us comes to this work as practitioners and organizers first; people who have spent years as staff and executive leadership inside organizations, government and/or place-based efforts working to operationalize equitable impact from the inside out. Using intentional cross-racial design and co-facilitation teams, Equity & Results’ brings together the right team to complement, support, and amplify the power of the partners we are collaborating alongside. Full E&R team bios can be found [here](#).