**Questions for Analyzing Policies and Practices with a Race Lens**

Directions: Use these questions when discussing, analyzing, and/or revising an **existing practice, policy, program, service or expectation/norm**, etc., to better meet the needs of the full range of differences among members of the organization and those you serve.

1. What were the intentions behind this policy or practice? Who was involved in creating this? By group membership, whose needs were considered when this policy or practice was created? What else would be useful to know about when, why, and how it was created and implemented?
2. How did this policy or practice advance our organizational goals for racial equity and inclusion?
3. How, if at all, have dynamics and needs changed since this was implemented?
4. By group membership, who probably had their needs met back then? Might not have?
5. Who “owns” this policy or practice now and can make changes to it?
6. What types of information may help them decide whether to revise it or not?
7. What were possible productive intentions when this practice, program, policy, expectation/norm, etc., was created?
8. How does this policy, practice, norm or service advance our organizational goals for racial equity and inclusion today?
9. Today, by group membership, who probably gets their needs met?
10. What groups may not have their needs met?
11. How might white people be unintentionally privileged or advantaged by this idea?
12. How might the implementation of this policy, practice, norm or service reinforce and perpetuate whiteness, white privilege, and/or white supremacy culture?
13. How might People of Color and Indigenous Peoples experience greater obstacles or barriers?
14. What racialized groups will experience unintended negative differential impact from the implementation of this idea, decision, policy, practice, program, service or expectation/norm?
15. What assumptions, ideologies, or racial biases may be under this policy, practice, norm or service?
16. What else is possible? What variation would meet the needs of more people across racialized group identities?
17. What more do we need to know? What are questions we still have?
18. Whose involvement and input and what data could help us in this conversation?
19. What other questions, issues, or ideas seem out of scope, yet we need to pass along for someone to consider?

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