

## 2a.TS2 What Are Some Examples of Outcomes?

Generally, groups working on anti-racism and inclusion in their community define their goals in one of the following categories:

- Increased positive conditions and experiences and/or increased access to resources and opportunities for specific racial, ethnic, language, or cultural groups
- Decreased differences in positive conditions and experiences and/or access to resources and opportunities across racial, ethnic, language, or cultural groups
- Increased good-will and positive relationships among individuals from different groups (“racial harmony”)
- Increased representation within organizations or institutions with power to make decisions affecting diverse racial, ethnic, language, or cultural groups and/or in specific positions of authority, leadership and power

In addition, a group focusing on building its own capacity and on mobilizing community members may define its immediate goals in those terms.

Examples of long-term goals for change in the community:

- Excellent schools that graduate all students at high rates
- Reduction in differences in rates of graduation among white, African-American, Latino, Native American and Asian students
- Increased access to capital for home ownership and wealth accumulation for African American and Latino families who are long-time neighborhood residents
- Enactment and/or enforcement of anti-predatory lending legislation
- Increased civic leadership of recent immigrants and refugees
- Institutionalized processes to identify and appoint recent immigrants and refugees to positions on parent/school councils, local health care and service oversight and advisory groups, zoning boards and commissions, etc.

Examples of specific short-term results from implementation of chosen strategies:

- Production of local data that track accurately rates of retention/promotion in third, fifth and ninth grades by cohort, school and race/ethnicity

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- More effective multi-racial, multi-class constituency organizing and education about predatory lending and model legislation to prevent it
- An increase in the number of community councils, boards and commissions that open up their membership processes to public oversight and participation.

Examples of community mobilization outcomes:

- Increased awareness of the issues
- Increased interest and concern about the issues across diverse groups
- Emergence of “champions” or informal coalitions
- Development of organized actions to address the issues
- Increased allocation of community resources to address the issues

Examples of community capacity development outcomes:

- Sustained resident engagement, mobilization and leadership development
- Formation of effective collaborative structures and relationships
- Critical information-based analysis of root causes and meaningful change
- Resource allocation for planning, implementation, management, and evaluation of powerful strategies
- Opportunities to leverage power

Examples of group capacity development:

- Development of shared identity and vision
- Defined governance and leadership arrangements in line with anti-racism and inclusion values and goals
- Development of resources to pursue specific agreed upon strategies