

TOP 5 TAKEAWAYS

TO MAXIMIZE YOUR IMPACT

INTEGRATING EQUITY PRACTICES

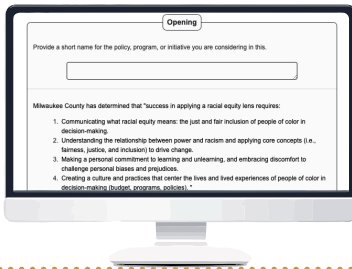
1

CONTINUE LEARNING & NORMALIZING TALKING ABOUT RACIAL & HEALTH INEQUITIES.

- **Embrace ongoing learning** with curiosity. Start with introductions to research and best practices.
- **Lead the way** by discussing racial and health disparities throughout your work. Help others find the connections you see.



2



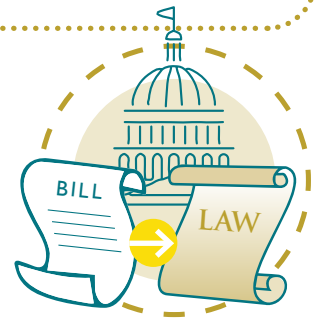
INCORPORATE EQUITY IMPACT ASSESSMENTS INTO ALL WORK, WHETHER LARGE OR SMALL-SCALE PROJECTS.

- During the planning stage, use the **Equity Impact Planner**.

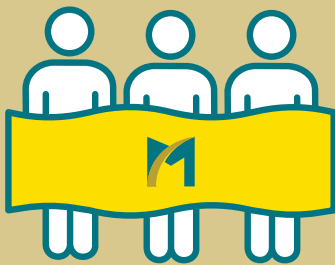
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TAKE ACTION ON POLICIES, PRACTICES, & INTERNAL WORK PROCESSES.

- **Immediately update** internal policies, practices, processes and behaviors based on equity insights when they arise.
- **Recognize** this is an ongoing need — not something that is one and done.



4



ENGAGE COMMUNITIES & STAKEHOLDERS.

- Consider whose voices are part of the work and recognize the ineffectiveness of not directly involving those most deeply affected.
- Learn the ways of approaching this that don't create extra hurdles in project planning and implementation.

5

COLLECT & ANALYZE DISAGGREGATED DATA.

- **Be wary** of data that is not segmented into demographic groups. This can conceal significant insights that would advance your work's impact.
- **Increase your partnerships** with data and equity professionals who can support and mentor you in this specialized area.



MILWAUKEE COUNTY
OFFICE OF
EQUITY