



## TOOL 7

# Review Your Initiatives

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### TIME COMMITMENT

2 hours

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### PEOPLE

Park organization staff

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### SUPPLIES

- Review Your Initiatives worksheet (link included in this tool download)
- A list of all your programs (current and past)

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### INTRODUCTION

**Are there equity gaps in your current work?**

**After crafting a statement with equitable outcomes (Theory of Change) and steps to achieve them (Theory of Action), identify what you're currently doing—or should be—to embed equity through your project.**

This tool is designed to give you a big picture of your equity-centered work. Examining all your programs and initiatives will help you figure out what you need to add and/or prioritize to better embed racial and other social equity goals within your work. Additionally, this tool will help you think critically about the work you are doing—does your racial equity work remain at superficial level or does it demonstrate a commitment to sharing power with historically marginalized communities?



## TOOL 7

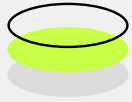
# Review Your Initiatives

### TIPS FOR USING THIS TOOL

- Note: You will be prompted to create a copy of Tool 7, Review Your Initiatives. Please click on Make a Copy. The new file should automatically open in your internet browser.
- Write down programs and initiatives that are in the works or aspirational.
- This tool is a great way of visualizing and organizing all of the equity-centered work you are doing (or are planning to do). Consider using it to communicate your work and vision to potential funders.

### INSTRUCTIONS

1. Convene a working group of a diverse set of staff members. Using this [Review Your Initiatives](#) worksheet, write down:
  - Active programs and initiatives
  - Collaborators involved in each
  - Equity categories that each addresses (Thriving Civic and Cultural Life; Affordability and Equitable Economic Development; Health, Wellness, and Resilience; and/or Equitable Organizational Growth)
  - Metrics used to track success (see Tool 17, Track Your Work, for help with identifying metrics)
2. Consider:
  - Are your programs concentrated in particular areas?
  - Do your programs demonstrate a commitment to meaningfully sharing power and resources with marginalized communities?
  - Based on the kinds of equity impacts you're trying to achieve, are your existing programs and initiatives adequate?
  - Should you be adding programs and initiatives in certain areas? If yes, what kind?
3. In the worksheet's Programs/Initiatives column, write additional activities that would close racial and other equity gaps identified in Step 1.



# TOOL 7

## Review Your Initiatives

### REVIEW YOUR INITIATIVES EXAMPLE 1

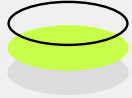
Visualizing the full breadth of an organization's initiatives can identify its strengths, as well as existing gaps in its programs.

### IMAGE CREDITS

Template by: Don O'Keefe  
Courtesy of Urban Design and the Color Line, Harvard Graduate School of Design

Ongoing Program   Aspirational Program   **Recommended Program**

	Description, Current Initiative	Collaborators	Metrics/ Status
EMPLOYMENT AND ECONOMIC OPPORTUNITY	"Frida Fridays" - Economic Empowerment for Women of Color	Local Non-Profit with independent vendors	Vendor participation and turnout
	Continue to hire diverse management and operations staff as parks open	Self organized	Employment figures
	Staffing parks and career training	National Non-Profit	Participation rates and outcome surveys
AFFORDABLE HOUSING	Outreach to residents of existing affordable and public housing in the area	City Housing Authority	Survey, Observation
	<b>Advocate for affordable housing on publicly owned sites by park</b>	<b>City Planning Agency</b>	<b>Number of Units</b>
	<b>Advocate for affordable housing as part of road redevelopment</b>	<b>City Planning Agency, City Housing Authority</b>	<b>Number of Units</b>
NEIGHBORHOOD CONNECTIVITY	North-south bike and pedestrian infrastructure	Local Non-Profit, City Transportation Department	Mode share surveys
	Accessibility from further neighborhoods	School groups, partnerships aimed at finding parking spaces	Survey
	Increasing number of transit connections	Transit Authority	Router changes (ridership statistics)
	<b>Advocate for expanded weekend bus service to park</b>	<b>Transit Authority</b>	<b>Ridership on new routes</b>
	<b>Respond to passages under highway with ped./bike infrastructure</b>	<b>Local Non-Profit, City Transportation Department</b>	<b>Surveys, City mode share data</b>
HEALTH AND WELLBEING	<b>Advocate for expanded transit to East to follow displacement</b>	<b>Local Transit Fund, City Planning Agency</b>	<b>Surveys, City mode share data</b>
	Biking and jogging trails	Local University, Parks and Recreation Department	Survey, Observation
	Yoga series	Local Chapter of "Yoga in the Hood"	Observation of turnout
	Other exercise, health and wellness classes	TBD	Observation of turnout
CULTURAL PRESERVATION	Mental health and parks	Adjacent to hospital.	?
	Historical signage in Park	Consultant	Finalized
	Interpretative Masterplan (under development)	Local Preservation Dept, Local History Center	Under development...
	Square and HQ building renovation	Self initiated	NA
	School Advocacy	Consultant, City Planning and Zoning	Property acquisition / park expansion
	Reflect the history of the area in programming	TBD	What events occurred? Who came?
DIVERSE DEMOGRAPHICS	<b>Aggregate existing cultural assets into walking tours and maps</b>	<b>African American Cultural &amp; Heritage, Mexic-Arte</b>	<b>Visitor count at partner venues</b>
	"Frida Fridays" - Economic Empowerment for Women of Color	Local Arts Organization with independent vendors	Vendor participation and turnout
	"Creek Show" - program of light-based art installations	Local artists	Surveys recording area of residence
	"Co-programming" with space provided by Park	TBD, Various	Attendance
	<b>Advocate for diverse ground floor occupants in adj. developments</b>	<b>Surrounding developers, Local University, City Gov.</b>	<b>Tenant placement</b>
<b>Form programming partnership with existing institutions</b>	<b>Mexican American Cultural Center and others</b>	<b>Participants in new programs</b>	



# TOOL 7

## Review Your Initiatives

### REVIEW YOUR INITIATIVES EXAMPLE 2

Visualizing the full breadth of an organization's initiatives can identify its strengths, as well as existing gaps in its programs.

### IMAGE CREDITS

Template by: Dylan Culp & Gena Morgis  
Courtesy of Urban Design and the Color Line, Harvard Graduate School of Design

Ongoing Program   Aspirational Program   **Recommended Program**

			Metrics
THRIVING CIVIC AND CULTURAL LIFE	Convenings - River stakeholder exchange and collaborative forum	Conservancy	Stakeholder Mapping
	Program/ Event Implementation- Connecting People to the River	Local photographers, Local Park Non-Profit	Observations, River Narrative Collections
	Public Cultivation and Education Strategy: River 10, River Sessions, Community Story Gathering, River Neighborhood Cohort	Local Non-Profit, Local Education Center	Asset Mapping
	Story Telling and Narrative Equity	Local Community Leadership	--
	<b>Land reparations for Native Peoples</b>	<b>City Government, Native American Tribal Leadership</b>	<b>Ownership Frameworks</b>
AFFORDABLE HOUSING	Advocate for affordable housing in all river development projects	City Planning Agency	Affordable units preserved/created
	<b>Evaluate potential economic impacts on existing areas of concentrated poverty areas adjacent to capital projects</b>	<b>City Planning Agency</b>	<b>Land value forecasts</b>
EMPLOYMENT AND ECONOMIC OPPORTUNITY	Nature Based Eco-Tourism	Local Outdoor Adventure Company	Economic Metrics/ Participant Survey
	Engage a working river - energy and industrial sectors		Employment figures
	<b>Target job creation in high unemployment areas close to project sites</b>	<b>City Housing and Economic Development Agencies</b>	<b>Job location data</b>
NEIGHBORHOOD CONNECTIVITY	Work with adjacent development sites to establish stronger connectivity to the river through design process	(add collaborators)	Pedestrian counts, trip times
	<b>Establish connections with ongoing community projects</b>	<b>City Planning Agency , Conservancy, Local Transit Org</b>	<b>Stakeholder Mapping</b>
HEALTH, WELLNESS, AND RESILIENCE	Physical fitness based events	Conservancy	Stakeholder Mapping
	Nature based recreational events	Local Outdoor Adventure and Sport Companies	Stakeholder Mapping
	Restoration Planting, Environmental Stewardship Events	Local Conservancy Org	Stakeholder Mapping
	<b>Support Native American self- determination + sacred lands</b>	<b>City Gov., Conservancy, Native American Communities</b>	<b>Stakeholder Mapping</b>
EQUITABLE ORGANIZATIONAL GROWTH	Hiring of Indigenous Community Liaison	City Gov., Conservancy, Native American Community	--
	National Endowment of the Arts Grant- Exploring Tribal Partnership Pathway	City Gov., Conservancy, Native American Community	--
	<b>Define equity mission of the conservancy</b>	<b>City Gov., Conservancy</b>	--
	<b>Define equity goals in capital project RFP</b>	<b>City Gov., Conservancy</b>	--