

## FARE Equity Checklist

Whenever making a decision for The FARE Project, we can run through this checklist in order to make choices that align with and further our stated principles.

The left column lists Action Steps based on gaps identified with the advisor DEI working group. The right column lists potential strategies for achieving that action, also based on the working group.

This entire list is a **living document that can and should be added to and changed over time** and consulted regularly. Based on your feedback, this checklist will be accompanied by a manifesto outlining the **WHY** behind these action steps and strategies, and stating the core principles of The FARE Project.

Action Steps	Strategies
<b>Allocation of Resources</b>	
Compensate people for their time and expertise.	<ul style="list-style-type: none"> <li>● Create paid jobs with career paths</li> <li>● Provide stipends in lieu of pure volunteering</li> <li>● Flexible part time jobs instead of just FTE; help supplement someone who is already doing something else so they can keep doing what they're doing, and also support this work.</li> <li>● Drives funders in that direction - they can invest in people, not just projects, and build lasting relationships</li> </ul>
Connect better with funding sources and opportunities.	<ul style="list-style-type: none"> <li>● Gather groups and provide them with seed capital so that they can access other grants</li> <li>● Demonstrate to foundations why local community leaders must be at the center of work and paid to do what they do, show that people are organized and power comes from residents</li> <li>● Work better with existing funders doing similar work (like Neighborhood Connections)</li> </ul>
Ensure that program TA is informed by communities of greatest need.	<ul style="list-style-type: none"> <li>● Instead of going to where partners already have capacity and interest, make sure it's a program and place that needs it most</li> <li>● Make sure all program TA and partners also align with the principles in this list!</li> </ul>
<b>Dissemination of Data and Tools; Communication</b>	
Disseminate data transparently; Democratize resources, information and tools.	<ul style="list-style-type: none"> <li>● Immediately share out information collected (ex: registration info and breakout notes after events, survey results.) Do not be a gatekeeper of information.</li> </ul>

<p>Make sure that the people we engage have the tools to engage other people and bring it back to their networks</p>	
<p>Meet people where they're at</p>	<ul style="list-style-type: none"> <li>● Present information in ways that make sense to people.</li> <li>● Use multiple ways to communicate – not just email. Find out how people are already communicating and use those methods.</li> <li>● Use phone calls and face-to-face interactions to build relationships and trust</li> <li>● Honor community-based networks as avenues to share information.</li> <li>● For hiring and recruiting, be especially mindful of getting the word out there, and using resources like Ms. Dee's work to connect people to the right opportunities</li> </ul>
<p>Have a public presence where people can access and engage with FARE (so they don't have to know someone on staff in order to access its resources)</p>	<ul style="list-style-type: none"> <li>● Create a website where people can submit questions and requests and get information</li> <li>● Create other forms of contact</li> <li>● Better identify and articulate the value of FARE and of collaboration</li> </ul>
<p>Be explicit about structural racism.</p>	<ul style="list-style-type: none"> <li>● Defining health equity and be explicit that racism is the root cause</li> <li>● Look to other models of people (like David Ansell in Chicago) for using real talk</li> </ul>
<p><b>Community Engagement Infrastructure</b></p>	
<p>Build community organizing infrastructure in Cleveland's neighborhoods where residents can gather and create communication networks</p>	<ul style="list-style-type: none"> <li>● Create and fund Community Collectives that are hyper-local and driven by residents</li> <li>● Gather during non-traditional work hours</li> <li>● Create structures to support people who are already doing great work - give them a reason to get together and once in the room together, figure out what to do together and how we can help advance it</li> <li>● Instead of just a meeting, connect it to accessing services, jobs etc. (look at other models of this, like Delancy St)</li> </ul>
<p>Build capacity and shared-ownership</p>	<ul style="list-style-type: none"> <li>● Use asset-based approach</li> <li>● Share funds and resources</li> <li>● Through community collectives, build capacity and meet people where they're at</li> <li>● Create sustainability by shifting to local control, with residents replace the role of FARE staff and these conversations continue -</li> </ul>

	<p>use FARE to show action so these groups can get their own funding moving forward</p> <ul style="list-style-type: none"> <li>● Provide autonomy to innovate and evolve independently and a reason to come back together and move from individualization to collective action</li> <li>● Work with partners on capacity building and training for participatory evaluation</li> </ul>
Identify and engage local leaders over the long-term	<ul style="list-style-type: none"> <li>● Define what we mean by “community” when we are engaging community</li> <li>● Ensure that those representing actually represent and bring back information to their neighbors</li> <li>● Do not recreate the wheel - working with groups, like A Vision of Change, which is already working to build grassroots community hubs of people already doing work and go to existing neighborhood meetups; NLI, NLDP, CHWs</li> </ul>
Base work in people (not organizations) and relationships	<ul style="list-style-type: none"> <li>● Create more opportunities for face-to-face interactions</li> </ul>
<b>Representation</b>	
Reflect populations we want to serve, include people of all ages, orgs of all sizes, more Hispanic and Asian people from the West Side, refugees.	<ul style="list-style-type: none"> <li>● For each action, have an expressed plan of reaching community members we say we’d like to reach</li> <li>● Assess current staff, partnerships, and advisory group and add people to ensure they’re representative</li> <li>● Do not assume someone represents their whole race/community or “check a box.”</li> </ul>
<b>Data Driven Decision Making</b>	
Use data to identify disparities, establish a baseline, and work where it’s needed most	<ul style="list-style-type: none"> <li>● Have staff or advisors gather major existing data and create a binder for each neighborhood with similar things - disseminate that quickly and use to spark and guide</li> <li>● Establish a baseline so we can say what we’re trying to change</li> <li>● Make hiring decisions based on data - if we see a certain group is impacted in a certain</li> </ul>

	<p>way, hire from that group of people.</p> <ul style="list-style-type: none"> <li>● Make sure that models are based on actual lived experience</li> <li>● Avoid going to places that are now oversaturated with screenings and other services - go to places that may still be being overlooked and have true need</li> <li>● Do not follow foundations and go where they're already going - things not addressed now could be most pressing down the road</li> </ul>
<b>Leadership and Accountability</b>	
Have clear commitments from all partners.	<ul style="list-style-type: none"> <li>● Ask all coalition partners to clearly verbalize their values, commitments and capacity</li> </ul>
Create shared power, center community in decision-making and all parts of processes	<ul style="list-style-type: none"> <li>● Do not give disproportionate voice to historical stakeholders.</li> <li>● Shift who is part of conversations - ensure that community residents are at coalition meetings etc.</li> <li>● Have true inclusion during decision making and all parts of process</li> </ul>
Be action oriented and have tangible outcomes on people's lives.	<ul style="list-style-type: none"> <li>● Model a framework that puts theory into action; people in Cleveland are ready to move from theory to action. There have been a lot of trainings and awareness has been raised - now we have to make this the norm.</li> </ul>
<b>Operations</b>	
Support FARE staff.	<ul style="list-style-type: none"> <li>● Create a stronger onboarding process for FARE, to make sure staff is supported</li> </ul>
Create new partnerships	<ul style="list-style-type: none"> <li>● Develop a process to bring new partners on board and identify ways to engage and contribute to the work</li> <li>● Work with partners to support shared values and tangible outcomes, since much of FARE's work is dependent on implementation by our partners</li> </ul>
Build relationships.	<ul style="list-style-type: none"> <li>● Find ways to prevent lack of time and short funding cycles from impacting our ability to build relationships</li> </ul>

Get continual feedback.	<ul style="list-style-type: none"> <li>● Create more opportunities for feedback and engagement with the work in real time</li> </ul>
<b>Social Determinants of Health</b>	
Connect food with other social determinants of health.	<ul style="list-style-type: none"> <li>● Collect and share data on how food access can support the goals and needs of determinants of health</li> <li>● Learn from community-based people who are already meeting the needs of their neighbors' needs across these "determinants"</li> <li>● Intentionally reach out to other sectors that were represented at last convening</li> <li>● Create space for local residents to talk about what they want to talk about</li> <li>● Help build cohesion and "movement" with other determinants, so they can connect with our organized food access movement</li> <li>● Work with partners including the Office of Minority Health to look at activities like getting people drivers licenses and expunging records (transportation, employment) and where there's opportunity for overlap with FARE, For example, doing these at Heart Smarts corner store.</li> </ul>