Elevate Policy

Anti-Racism Policy Analysis Framework

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THE POLICY CONTEXT

Elevate Policy's *Anti-Racism Policy Analysis Framework* supports the elimination of racial discrimination in public policy and contributes to collective discussions on anti-racism policy progress. Recognizing the importance of improving policy inclusion, the Framework can be used by any individual, group, organization or community with an interest in anti-racism policy and evaluating government policy-making. This work affirms the inherent right for all people to live free of racism and racial discrimination.

Public policy is a powerful set of systems and tools that shape many aspects of our lives. It reflects the societies in which it is developed and implemented. A major implication of this is that now and in historical times, public policy has been and is still used to perpetuate the illusory idea that some groups of people are superior to others, often based on skin colour or ancestry. This idea of racial hierarchy continues to influence government institutions and the policies they produce, as well as the resulting policy outcomes in communities.

Racism and racial hierarchy have become institutionalized in many of the public policy systems that surround us. It is increasingly important now for governments to carefully analyze how they may be perpetuating racial discrimination, whether this may be taking place openly or in unseen ways, which can happen through ideas, beliefs, attitudes, and actions that are held by individuals, groups, and organizations.

With this understanding in place, governments and policy networks can take effective action to eradicate racial discrimination in policy and help to dismantle racism in wider society. All people deserve to live free of racial discrimination and anti-racist policy analysis is a key pathway to manifesting this reality.

FOUNDATIONAL PRINCIPLES

This *Anti-Racism Policy Analysis Framework*:

- Is based on the affirmation that all human beings are born free and equal in dignity and fundamental rights, as stated in the United Nations *Universal Declaration of Human Rights*;

- Recognizes that 182 countries are currently state parties to the United Nations *International Convention on the Elimination of All Forms of Racial Discrimination*, including Canada and the United States of America, indicating their formal commitment to eliminating racial discrimination; and

- Recognizes that healing the full effects of racial discrimination is a collective task, requiring truth-telling, reconciliation, and reparative action across public policy systems.

STREAMS OF ANALYSIS

The *Anti-Racism Policy Analysis Framework* consists of the following streams of analysis. The Framework can be applied to any public policy process or government initiative to assess anticipated and real effectiveness in eradicating racial discrimination in public policy.

Figure 1. An overview of the Framework's streams of analysis.

Prioritizing the Elimination of Racial Discrimination	**Reconciliation and Reparative Action**	**Community Responsiveness**	**Strategic Anti-Racism Policy Coordination**	**Institutional Accountability and Transparency**
Demonstrating that the elimination of racial discrimination is a key policy priority	Recognizing the impacts of racial discrimination and taking meaningful action to repair relationships with affected groups	Responding to the priorities of groups that experience racial discrimination through anti-racist policy design and implementation	Integrating policy initiatives into strategic anti-racism policy planning and implementation within and outside of government	Ensuring that individuals, organizations, groups, and communities have appropriate access to anti-racism policy accountability and transparency tools

Prioritizing the Elimination of Racial Discrimination

Prioritizing the Elimination of Racial Discrimination examines whether a government has clearly demonstrated that the elimination of racial discrimination is a key government priority. This area of analysis also considers the level of resources allocated to the elimination of racial discrimination in a government's policy systems.

Reconciliation and Reparative Action

Reconciliation and Reparative Action focuses on actions a government has taken to understand the historical and contemporary racial context of a given policy initiative, actions taken to re-build healthy relations with affected groups, open recognition of its own potential role in perpetuating racial discrimination, and actions to support the healing of communities that have experienced racial discrimination through government policy-making.

Community Responsiveness

Community Responsiveness examines how well a government has designed and implemented a policy initiative to respond to the interests of people who experience racial discrimination. This considers the level of community input that has gone into the development of a policy initiative and the nature of the relationship between a government and a community that experiences racial discrimination.

Strategic Anti-Racism Policy Coordination

The Strategic Anti-Racism Policy Coordination stream examines the level of strategic anti-racism planning and implementation involved in a policy initiative, including the connection between a policy initiative and broader anti-racism government objectives. A key focus here is examining the level of internal policy coordination among government entities, as well as alignment with initiatives outside of government.

Institutional Accountability and Transparency

Institutional Accountability and Transparency considers the openness of government structures, processes, and resulting decision-making around a policy initiative, as well as the existence and availability of ways to hold a government accountable for ensuring that policy decisions prioritize anti-racism. The availability of accountability and transparency mechanisms to individuals, groups and organizations in community is a key consideration here.

Figure 2. The Framework's streams, areas of focus, and guiding points of analysis.

Prioritizing the Elimination of Racial Discrimination KEY MESSAGING RESOURCE ALLOCATION	• Consistency and specificity of government's key messaging in connecting a policy initiative with the goal of eliminating racial discrimination in public policy • Recognition of the unique experiences of specific groups and communities that experience racial discrimination in policy statements and messaging • Level of resources allocated to the elimination of racial discrimination in a government's policy systems
Reconciliation and Reparative Action BUILDING RELATIONSHIPS SUPPORTING COMMUNITY HEALING	• Actions taken by a government to identify and understand the historical and contemporary racial context of a given policy initiative • Actions taken by a government to re-build healthy relations with groups that have been racialized • Actions taken by a government to support the healing of communities that have experienced racial discrimination through government policy-making
Community Responsiveness POLICY ENGAGEMENT RESPONDING TO COMMUNITY PRIORITIES	• Level of participation that communities and groups that are racialized have in the development, implementation, and evaluation of a policy initiative • Responsiveness of policy design and implementation to the priorities of all affected groups and communities that have been racialized
Strategic Anti-Racism Policy Coordination ANTI-RACISM POLICY LEADERSHIP POLICY PLANNING AND IMPLEMENTATION	• Level of anti-racism policy leadership throughout government • Level of connection between a policy initiative and broader anti-racism government objectives • Level of internal anti-racism policy coordination and alignment among government entities, as well as policy coordination and alignment between different orders of government and with external groups, organizations, and communities
Institutional Accountability and Transparency ACCESSING POLICY INFORMATION MEASURING ANTI-RACISM PROGRESS	• Level of transparency in government policy information systems and whether this information is appropriately accessible to communities and groups that are racialized • Availability of formal and informal mechanisms (such as progress measurement tools) to hold government entities accountable for ensuring that a policy initiative is anti-racist in its design and implementation

MORE ABOUT THE FRAMEWORK

The discussion below provides further insight into the purpose of this *Anti-Racism Policy Analysis Framework* and ways to advance the collective goal of eliminating racial discrimination in public policy.

- **The Framework focuses on government policies and actions**

While racism takes place throughout societies, the intention behind this Framework is to support the eradication of racial discrimination within government systems. The Framework builds our collective anti-racism policy analysis capacity and adds to our set of tools to evaluate governments' work to eliminate racial discrimination in public policy.

- **The Framework helps us to uncover and illuminate how racism functions in government policy-making**

This Framework was developed with the recognition that it is essential to uncover the various ways that racial discrimination manifests and operates in government policy-making. Key to this work is keeping in mind that some of these mechanisms may function in subtle, overlooked, or hidden ways, with some mechanisms more visible to some groups than others.

- **The Framework is a guide for analysis**

Anti-racism policy analysis can take different approaches and reflect different areas of focus. This Framework highlights five high-level, key policy considerations that can help us to understand a government's actions toward eliminating racial discrimination in a given policy initiative. When put into practice, the Framework can be adapted to reflect other priority areas of analysis.

- **The Framework will evolve over time as anti-racism policy analysis grows**

In developing this analytical tool, the intention is to continue building its areas of focus and points of analysis as anti-racism policy evolves. The Framework is a policy analysis tool that aims to reflect the current key issues involved in anti-racist policy-making.

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