Community Science

Effective Strategies – Equitable Systems – Strong Communities

New Growth Innovation Network
POWERING INCLUSIVE ECONOMIES

Webinar: Closing the US Racial Wealth Gap: Evaluative Thinking and Continuous Quality Improvement of Equitable Economic Development

Effective Strategies – Equitable Systems – Strong Communities

Your Host & Facilitator

antwuan wallace
Principle Associate
Equitable Community Development Practice
Community Science

Agenda

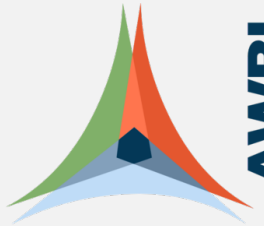
- Welcome + Introduction
- The Big Picture
- The Issues
- Evaluative Thinking
- Panel
- Q&A

Today's Takeaways

- Appreciate how overall structural economic inequality impacts the US Racial Wealth Gap
- Understand the multiple drivers of the U.S. Racial Wealth Gap.
- Gain knowledge on states that have considered or are currently considering legislation that would establish reparations programs
- How you can employ evaluative thinking to inform equitable approaches to economic development practice.
- Lead continuous improvement processes to surface new evidence and data quality necessary to transform drivers .

Community Science EED Practice Area

CFLeads
Community Foundations Leading Change



AWBI ATLANTA WEALTH BUILDING INITIATIVE

W.K. KELLOGG FOUNDATION™

race forward

Community Science

U.S. Racial Wealth Gap Equity Drivers

Employment

- Income: Wages and Earnings
- Business Ownership

Assets

- Earnings
- Savings
- Investments

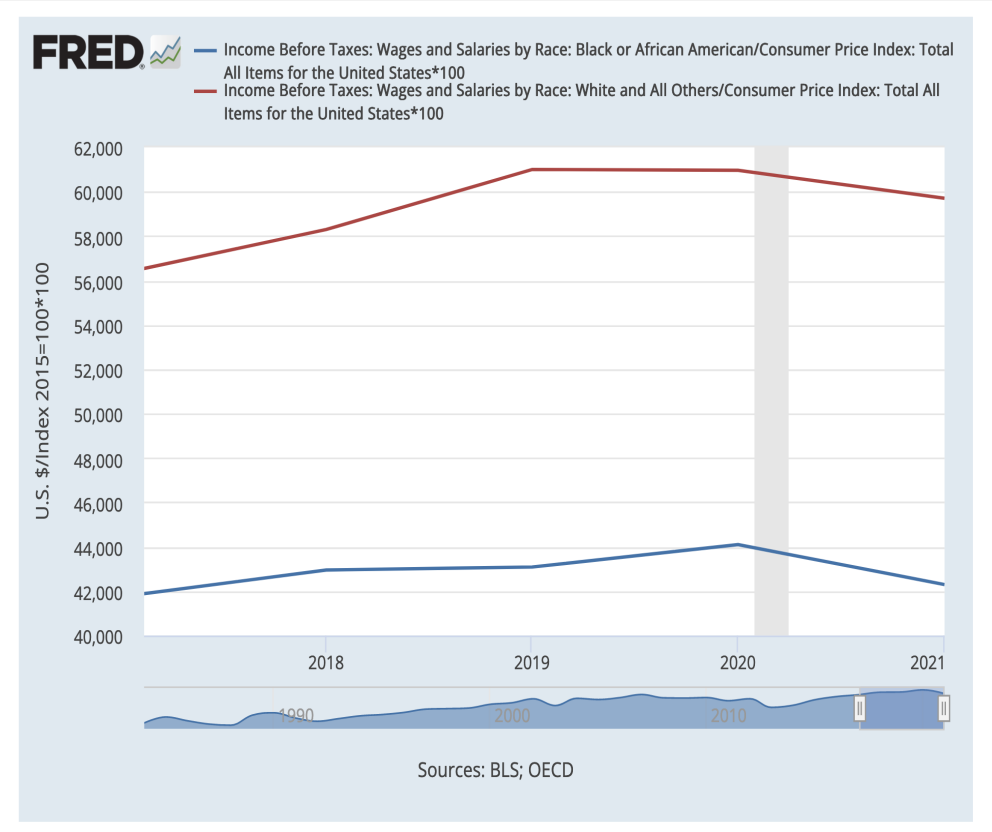
Housing

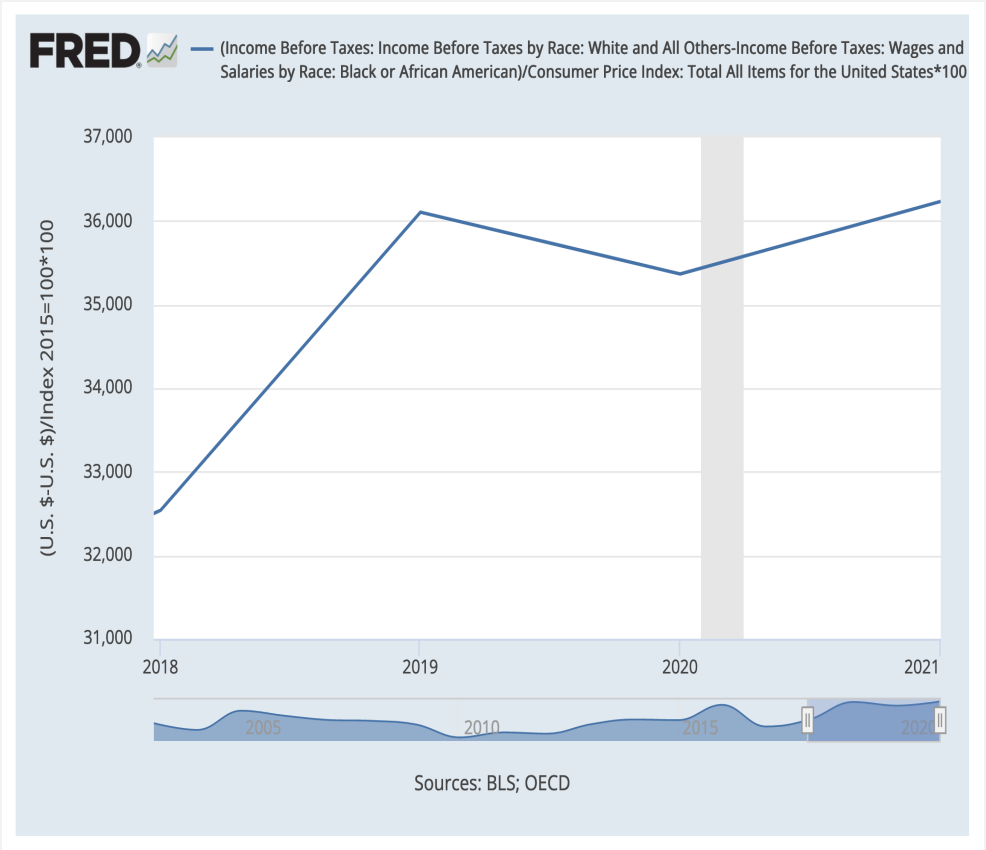
- Home Ownership Rates
- Home Equity (Redlining, Biased Appraisals)

Health

- Morbidity and Mortality

U.S. Racial Wealth Gap By The Numbers

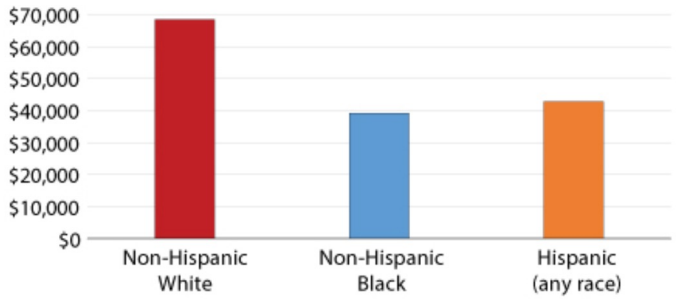




Source: Federal Reserve Bank of St. Louis, March 2022, Examining Racial Wealth Inequity, by Ana H. Kent, Nikki Lanier, David F. Perkis, and Claire James

U.S. Racial Wealth Gap By The Numbers

Figure 1
Median Family Income by Race and Ethnicity, 2019



NOTE: Incomes based on self-reporting of the "reference person" who answered the survey for the family during the year 2019.
SOURCE: 2019 Survey of Consumer Finances.

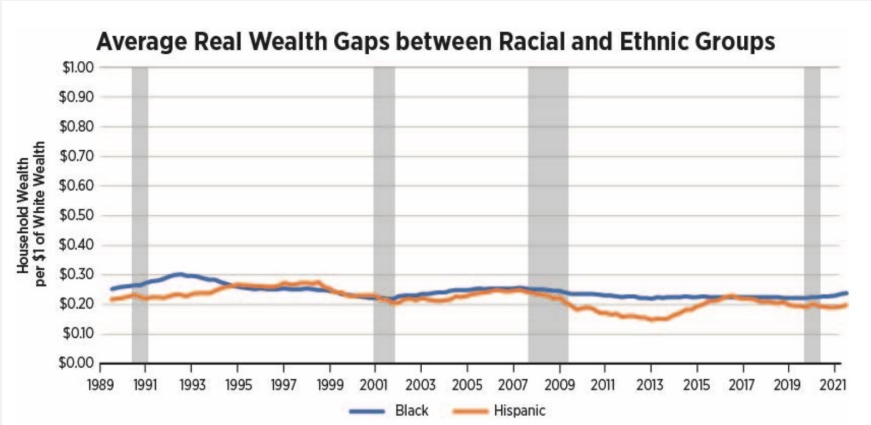
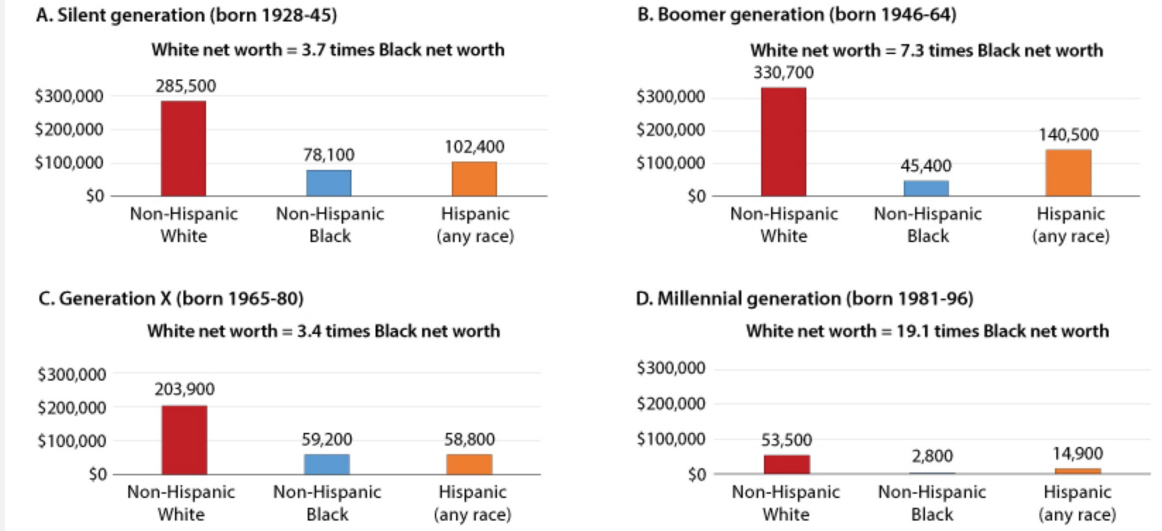


Figure 5
Median Family Net Worth Estimates by Race and Ethnicity and Generations, 2019



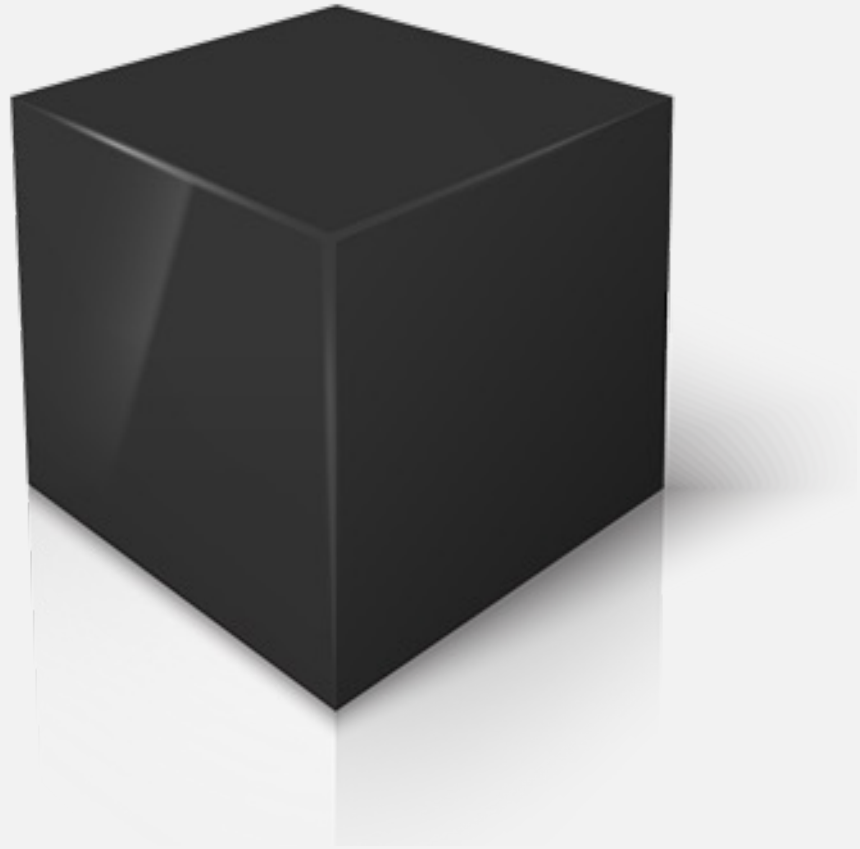
NOTE: Net worth based on self-reporting of the "reference person" who answers the survey for the family during the year 2019.
SOURCE: 2019 Survey of Consumer Finances.

Source: Federal Reserve Bank of St. Louis, March 2022, Examining Racial Wealth Inequity, by Ana H. Kent, Nikki Lanier, David F. Perkis, and Claire James

U.S. Racial Wealth Gap The Big Issue

- We have empirical formal income data, less accurate informal income

- We lack disaggregated
- We need more reliable administrative data and diverse data sets on asset drivers of wealth:
  - Federal, State and Local Data + Metrics
  - Wealth Generation
  - Economic Security + Economic Growth
    - Economic Mobility
    - Poverty Alleviation



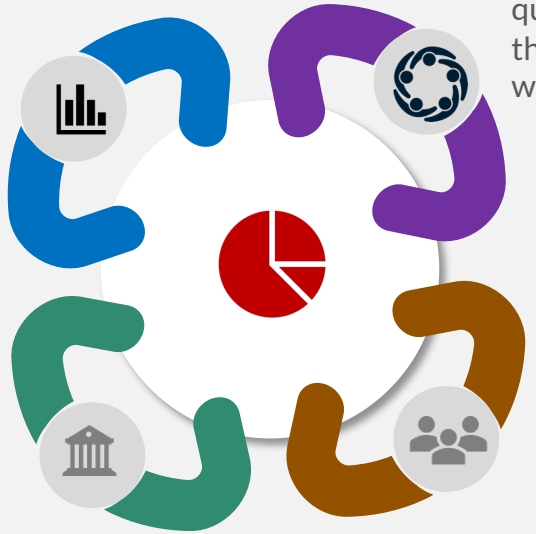
Wealth and Assets Data strategies

Continuous Improvement

Private sector to conduct robust equity assessment of local, state and federal programs to identify potential market failuars and public policy for improvement.

Community Stakeholders

Emergent representative quantiative and qualitative data thatcenters impacted person with lived expereince.

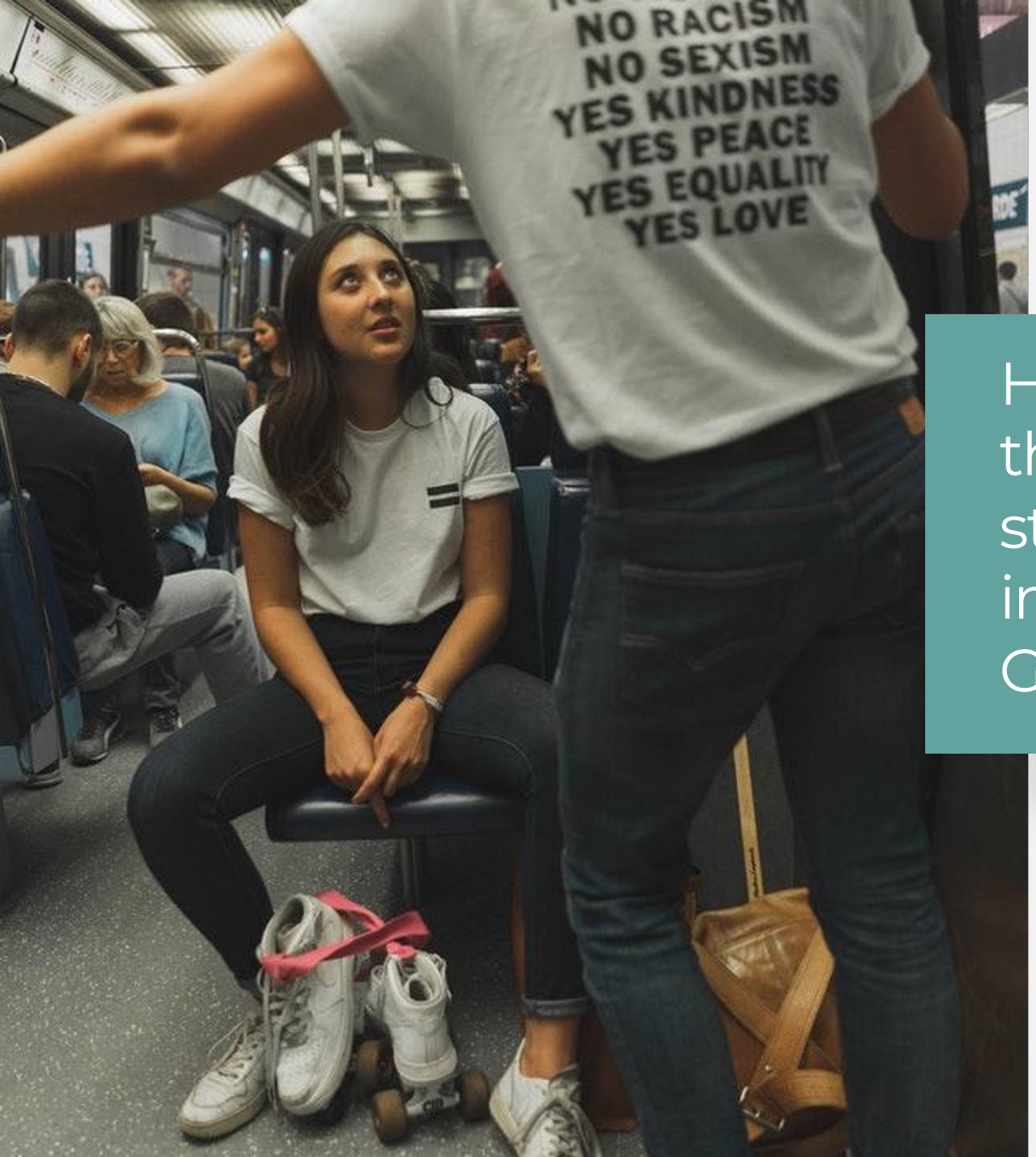


Government

Survey Data: Generating disaggregated statistical estimates to chararterize experiences of historical underserved groups.

Community Based Organizations

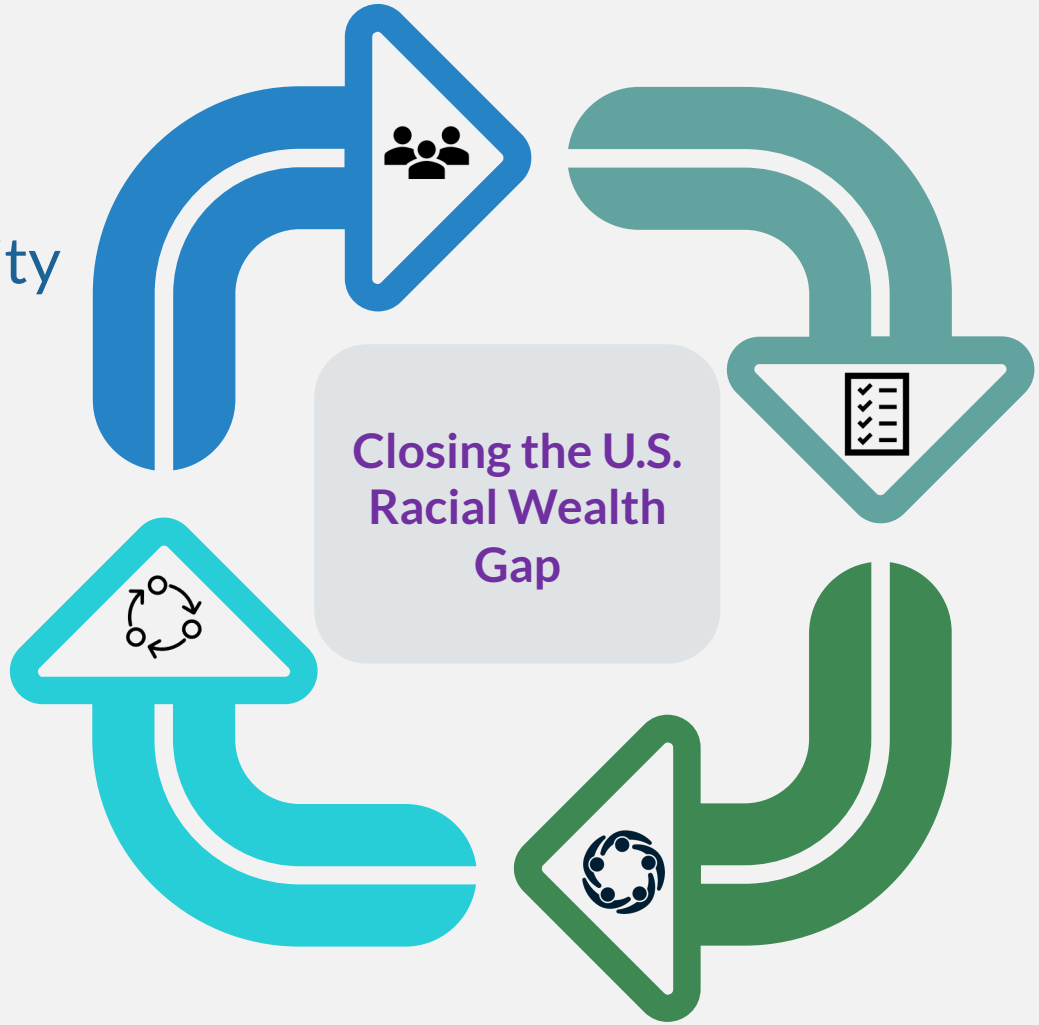
Increasing non-federal research and community access to disaggregated data to advance an evidence building strategy.



How evaluative thinking can improve equity strategies and practices in closing the U.S. Racial Wealth Gap?

Evaluative Thinking & Continuous Improvement

Center Voice of Impacted Community



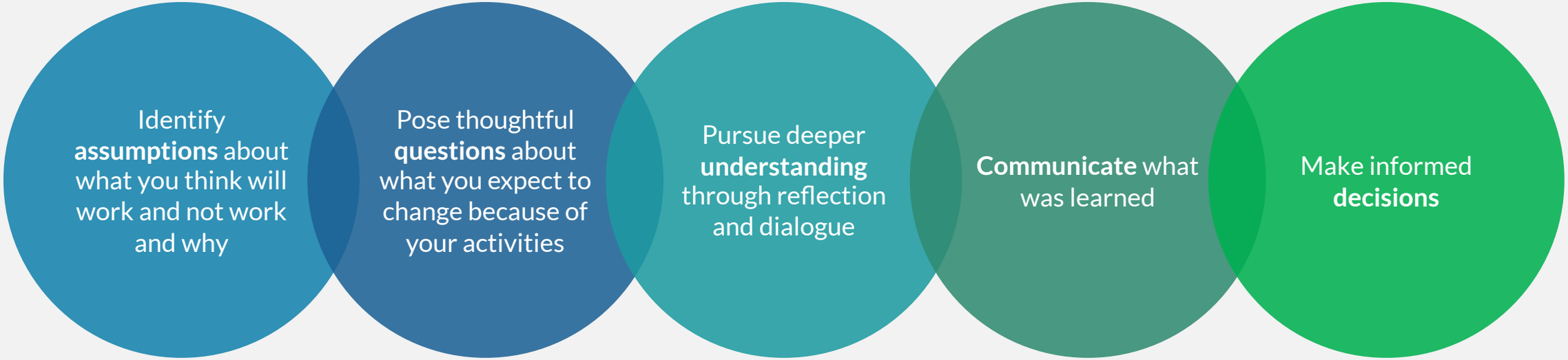
Audit Administrative Data & Identify Gaps

Mine Gaps for Codesigning Research and Evaluation in Service of Racial Equity

Empower Community to Lead and Inform Policy, Build Power

Evaluative Thinking

Using data systematically to better **understand and improve** your strategy, initiative, or program



Continuous Improvement

Plan: Apply a Systems Lens and Make Explicit Assumptions

- What is unfair and for whom?
- What are the root causes?
- What are the systems and levers of change?
- Who has the power?
- Where does power need to be shifted?

Design (and Improve): Determine What It Takes and What can Be Expected

- What outcomes are realistic to achieve?
- What are the potential scenarios of success, progress, and failure?
- Does everyone have equitable access to be successful?
- What are the existing narratives?
- Where does power show up?

Implement: Collect Information for Process Outcomes

- What is facilitating or impeding implementation?
- Is there sufficient capacity?
- Is data collection contextually and culturally appropriate?
- Where does power show up?

Reflect and Learn: The "So What"

- What works or doesn't work?
- Will communities and relationships be harmed?
- How does context, history, place, and power affect the outcomes?
- Whose story is it to tell?
- What conditions and capacities are required?

Inform theory of change

Hone evaluation and learning agenda

Regularly, consistently assess implementation

Interpret

Intended and unintended outcomes

Unintended consequences

Rival explanations

Integrating dialogue, reflection, and learning into the day-to-day **operations** of your organization

Source: Practice Guide Doing Evaluation in Service of Racial Equity: Diagnose Biases and Systems. Published by W.K. Kellogg Foundation & Community Science, 2021

Myths of Evaluation

- Evaluation is too hard and intimidating
- Evaluation is all about numbers
- Evaluation will not capture the full story of what happened
- Evaluators can be objective only if they maintain some “distance”
- Good evaluations can only be done by “professionals”

Benefits of Evaluation

- Measure the change you want to secure over time
- Assess progress towards goals
- Identify areas for improvement
- Increase knowledge created about what works, what doesn't work and why
- Inform program development and implementation
- Contributes to informing grant making, policy, and other decisions
- Informs technical assistance strategies and other supports

Logic Model

Logic Model

What is it?

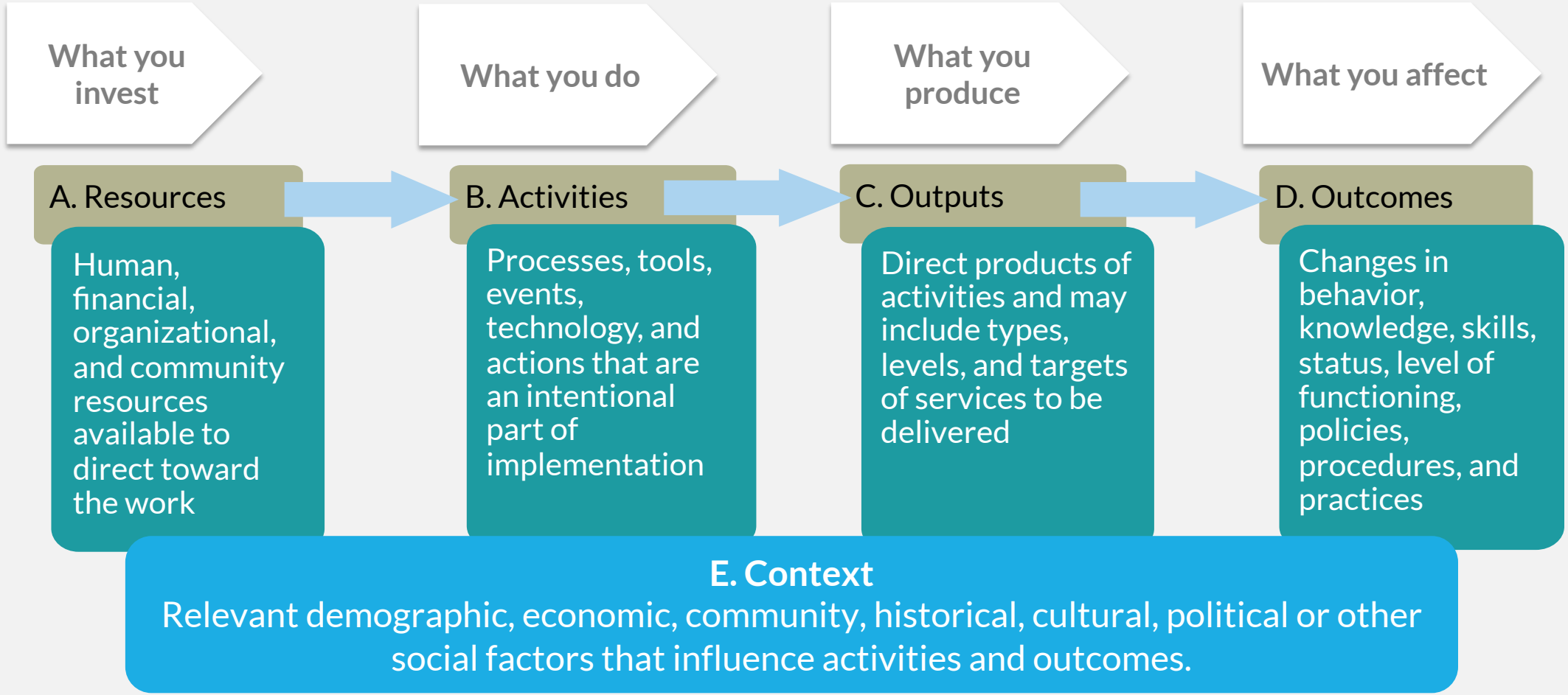
- A roadmap that shows the pathways for the change you envision
- A planning tool
- A process of organizing the "how" and "what" into:

Inputs -> Activities -> Outputs -> Outcomes -> Impacts

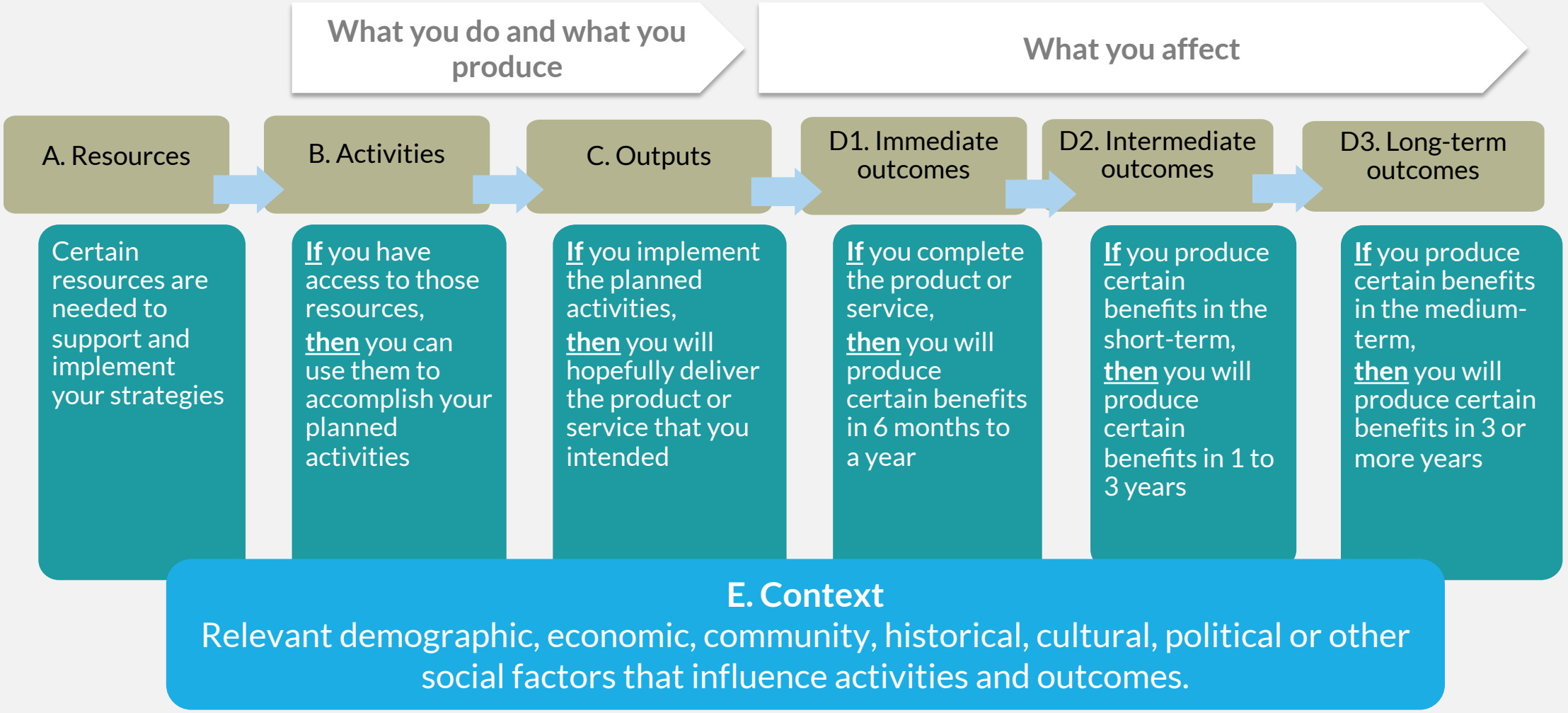
A Logic Model…

- Establishes clear connections between your planned work (inputs and activities) and the outcomes you hope to achieve
- Helps stakeholders develop a shared understanding of what you are trying to achieve and your underlying assumptions
- Provides a context for conversations about how best to assess your progress and impact
- Can surface variance (differences)
  - *Remains a living document*

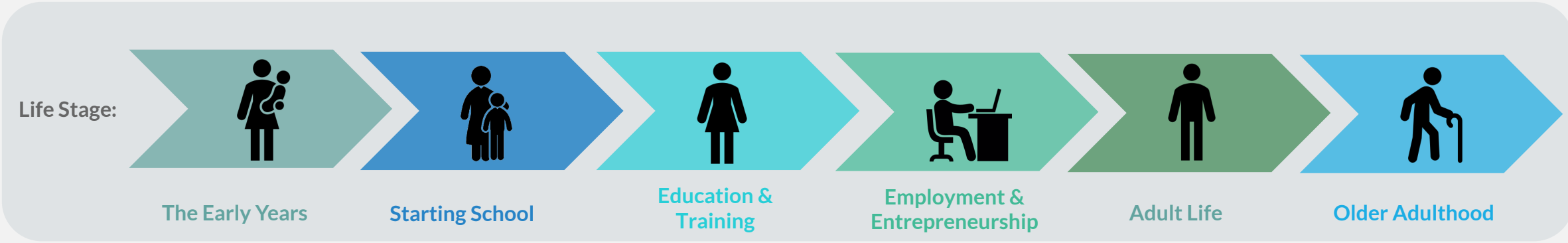
Basic Structure of a Logic Model



"IF-THEN" Construction



U.S. Racial Wealth Gap Data Quality Improvement



Disparities:	School Readiness	3rd Grade Reading	Career Readiness	Employment, Income	Wealth	Healthy and Fulfilling Aging
Systems:	Lower access to quality early education	Lower quality schools	Carceral State	Lower access to quality jobs	Discrimination in hiring, advancement	Fewer quality jobs / Isolation, ageism

Race, Gender & Class Disparities

Indicators: *Child-Care* *Education* *Health & Well-Being* *Economics & Finances* *Housing* *Employment* *Dignity-Care*

In Summary

- Appreciate how overall structural economic inequality impacts the US Racial Wealth Gap
- Understand the multiple drivers of the U.S. Racial Wealth Gap.
- Gain knowledge on states that have considered or are currently considering legislation that would establish reparations programs
- How you can employ evaluative thinking to inform equitable approaches to economic development practice.
- Lead continuous improvement processes to surface new evidence and data quality necessary to transform drivers .

Community Science

Effective Strategies
Equitable Systems
Strong Communities

Q & A

Community
Science
THANK YOU