

**To:** The Program Improvement Advisory Committee  
**From:** Equity, Diversity, and Inclusion Task Force  
**Date:** May 19, 2021  
**Subject:** Racial Equity Framework

**Executive Summary:** In June 2020, Program Improvement Advisory Committee (PIAC) issued an internal call to address equity, diversity, and inclusion (EDI) within its work. The PIAC Racial Equity Taskforce (Taskforce) developed the following framework comprised of general meeting practices and strategy questions.

**Background:** George Floyd's murder sparked a national conversation about police brutality and the experience of minorities, in particular Blacks, within the United States. In response to this event, the PIAC convened a Racial Equity Taskforce to identify opportunities where PIAC could address EDI challenges within its work. The Taskforce was composed of PIAC Voting Members Bethany Pray, Dede de Percin, Lila Cummings, Donald Moore, David Keller, Tom Keller, Maria Zubia, Michael Aragon, Joanna Martinson, Steve Johnson, and Ian Engle.

**EDI Framework:** Below are two parts to the PIAC's EDI Framework:

1. **“Brave” Meeting Practices:** PIAC should be a place where voting members should feel safe to be upfront with their perspectives and the identities that shape them as well as be aware of those perspectives and identities' limitations. As such, PIAC Co-Chairs will encourage voting members to state how their respective identities shape their perspectives and opinions during group discussions. When they feel it appropriate, voting members should feel comfortable to be brave and explicit with their specific identities and perspectives during discussions.

- Owner: PIAC Co-Chairs
- Due Date: Ongoing

2. **Strategy Questions:** PIAC should use the following questions when deliberating a formal work products or recommendations from its PIAC Community or broader discussions:

- 1) What are the assumptions underlying this thinking, policy, procedure, or practice?
- 2) How could this thinking, policy, procedure, or practice burden communities of color?
- 3) How were the most impacted involved in the decision-making process?
- 4) What are some strategies for reducing and/or eliminating negative impacts and advancing equity?

PIAC should make the necessary adjustments if a work product or recommendation inadequately answers any of the four questions.

- Owner: PIAC Co-Chairs
- Due Date: Ongoing

**Proposed Dissemination and Follow Up:** PIAC should implement this framework across its Community and follow up on its implementation no later than six months from adoption.