

Racial Equity Tool Pocket Questions

What are the racial impacts?

This decision point has the opportunity to provide funding and experience to BIPOC businesses that may not have had opportunities provided to them in the past. In this instant, all of the firms that submitted a proposal are owned by a person of color.

Who is or will experience burden?

For this decision point would only cause burden on the firms that were not selected as a part of the RFP process.

Who is or will experience benefit?

For this decision point, the firm that was selected will experience the benefit of receiving the contract.

What are the root causes of inequity?

The root causes of inequity in determining a firm lie in experience and capital which are often more accessible to white businesses than BIPOC businesses. In this case, all of the firms are minority-owned and are reviewed using the same standards.

What might be the unintended consequences of this action or strategy?

Unintended consequences of this decision may be that the criteria used to evaluate the proposals may not have adequately represented some firm's strengths and, as a result, may not have permitted us to choose the best firm. Additionally, a positive unintended consequence, could that local BIPOC businesses may feel more comfortable and can benefit from engaging with another BIPOC consulting firm.