Congratulations for taking the Eastside Pathways Equity Pledge (EPEP)! The EPEP is your first step toward building collective consciousness, systematically reducing harm and increasing equity in our community. Assessing you and your organization through the EPEP Continuum is the second step. Both the pledge and the Continuum are living documents, and as such, will grow as we learn and benefit from our collective action.

This Continuum provides a common framework for us to measure action toward tackling inequities. While there is not one path or a universal approach to dismantling racism, this tool is designed for individuals and organizations to use as a complementary approach to the strategies already in place. Keep in mind that this tool aims to help you think about systems within institutions, but dismantling racism requires us to address all four types of racism (internalized, interpersonal, institutional, structural).

LEARNINGS
The learnings, expansion, and adaptive development build upon one another as you move across the continuum, becoming more complex and interwoven as work is done to unlearn, adapt and socialize new ways of being. The learning themes are:
- Equity (racial, ethnic, systemic).
- Inclusion (multiculturalism, values, norms, etc.).
- Shared power (adaptive leadership, funding, compensation, authority).
- Accountability (data, community engagement, implementation).

VALIDATION
Working examples have been provided to support organizations and individuals, disaggregated in binary racial groups, to more clearly identify where you are on the continuum at large. Note individuals, especially individuals of color, should not be involved in validating the organization's progress without their consent or in spaces where their agency/power could be negatively impacted. Be mindful of power dynamics and ensure that the process of participation is equitable.

MEASUREMENT
You may already have other strategies or tactics in place, and these are intended to be complementary to those activities. Performance measures are critical to tracking the intended and unintended consequences of activity and inactivity.
# Eastside Pathways Equity Pledge (EPEP) Continuum

<table>
<thead>
<tr>
<th>DOMAINS</th>
<th>LEARNINGS</th>
<th>CHANGE IS STAGNANT</th>
<th>CHANGE IS PROGRAMMATIC</th>
<th>CHANGE IS SYSTEMIC</th>
<th>NORTH STAR</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Equity not in place</td>
<td>Equity somewhat in place</td>
<td>Equity in place</td>
<td>Racism has no impact</td>
</tr>
<tr>
<td></td>
<td>Oppressive</td>
<td>Inequitable</td>
<td>Situational</td>
<td>Equity evident in</td>
<td>Equity is systematic</td>
</tr>
<tr>
<td></td>
<td>Colorblind</td>
<td>Lacking</td>
<td>equity</td>
<td>most operations</td>
<td>Power is shared</td>
</tr>
<tr>
<td></td>
<td>White</td>
<td>inclusion</td>
<td>Discrimination</td>
<td>Racism addressed</td>
<td>with community</td>
</tr>
<tr>
<td></td>
<td>supremacist</td>
<td>Unwillingness</td>
<td>addressed, but</td>
<td>internally</td>
<td>Applies skills</td>
</tr>
<tr>
<td></td>
<td>Anti-Black</td>
<td>to share power</td>
<td>not racism</td>
<td>Power is shared</td>
<td>consistently</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Commitment to</td>
<td>Understands</td>
<td>Racism addressed</td>
<td>Applies skills</td>
</tr>
<tr>
<td></td>
<td></td>
<td>learning</td>
<td>skills</td>
<td>directly</td>
<td>automatically</td>
</tr>
<tr>
<td>Goals of the System</td>
<td>Equity Pledge</td>
<td>Leadership</td>
<td>We/I do not have an equity pledge.</td>
<td>We/I have an equity pledge signed by operational and/or policy decision-makers.</td>
<td>We/I have an equity pledge signed by operational and/or policy decision-makers and organizational leaders.</td>
</tr>
<tr>
<td></td>
<td>Mindsets, goals, structures and rules</td>
<td>commitment and mindset</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**NORTH STAR**
- Racism has no impact
## Eastside Pathways Equity Pledge (EPEP) Continuum

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<tr>
<td>GOALS</td>
<td>Goals of the System</td>
<td>Mindsets, goals, structures and rules</td>
<td>Measurement Qualitative and quantitative data, feedback loops</td>
<td>We/I value measurement.</td>
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</tr>
<tr>
<td></td>
<td>Measurement</td>
<td>We/I value measurement.</td>
<td>We/I measure specific outcomes, outputs, process, adult behavior.</td>
<td>We/I use data to drive decision-making at the executive level.</td>
<td>We/I value measurement.</td>
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<td></td>
<td>Goals of the System</td>
<td>We/I measure specific outcomes, outputs, process, adult behavior.</td>
<td>We/I include values from non-dominant cultures.</td>
<td>Community is involved in collecting, displaying and interpreting the data.</td>
<td>We/I include values from non-dominant culture and address the impacts of racism.</td>
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<td>We/I use data to drive decision-making at the executive level.</td>
<td>Community collaborates to collect, display and interpret the data.</td>
<td>We use data to drive decision-making at all organizational levels and with the community.</td>
<td>Race no longer decides outcomes.</td>
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- We/I measure specific outcomes, outputs, process, adult behavior.
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