

# Operationalizing Equity in Registry Systems

## GUIDING STEPS

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Adapted from the OPERATIONALIZING EQUITY report by The Annie E. Casey Foundation.



### 1 DEFINE

#### Build a shared language.

- What does equity mean for each of your team members?
- Determine which equity principles are priorities for the team to embed in their operations.



### 2 COMMIT

#### Demonstrate the commitment of leadership and staff in working towards achieving equity.

- Both within the organization and in the communities, with the people they serve, embracing equity requires both bottom-up and top-down strategies.



### 3 IDEATE

#### Jot down what implementation could look like:

- Language
- Data
- Elements
- Procedures
- Functions
- Policies
- Services

### 4 IMPLEMENT

#### Keep in mind, embedding equity is a work in progress.

- Implement organically what is possible and allow teams to implement at their own pace.
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### 5 PERSEVERE

#### Operationalizing equity is a pursuit as much as it is an end goal.

- Foster a spirit of persistent curiosity, improvement and desire for the most equitable practices, aligned with your organization's mission.



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### DEFINE



(Re)Write mission & vision with an equity lens

Describe what equity means for your team and organization.

Participate in appreciative inquiry training and use this framework to drive discussion.

### COMMIT



Once the shared language is set and priorities are identified, get leadership endorsement and allow for leaders and staff members to identify equity priorities together

Generate data-driven examples to explain the impact of the work and maintain people (*outside and inside the organization*) informed with honesty and transparency.

Pursue PER and PER+ recognition (QA with an equity lens)

Participate in training using appreciative leadership geared towards registry managers and Directors

Develop an equity roadmap for the PD System and Workforce Registry

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### IDEATE AND IMPLEMENT



With your team, break down the different functions of the registry system.

Review the operations manual to ensure policies and procedures for each function align with your equity principles.

Review your QA process to ensure performance and data quality reviews are evaluated with an appreciative inquiry approach.

Apply appreciative inquiry to any new activities and ensure alignment with your mission and vision.

Provide opportunities for teams to think and plan creatively. Let the equity work lead you to innovate.

### PERSEVERE



Create a process that helps track your progress for operationalizing equity in your registry.

Ensure the team understands the process is not linear and most likely won't be quick.  
Do not get discouraged!

Develop a plan for continuous evaluation to assess the impact of the equity goals. Be open to adapt strategies as needed.