

## *Step 3: INSTITUTIONALIZE*



# Modify Policy and Procedure

Conducting a data and policy analysis allows organizations to identify policies and procedures within the system that contribute to racial and ethnic disparities. It is imperative that organizations modify policies and procedures to eliminate practices that directly contribute to the problem and promote practices that provide positive opportunities for racial and ethnic minorities.

It is vital for agencies to apply a racial lens on agency activities to identify policies, procedures, or practices that contribute to greater disparity.

*Example: Kentucky Family Court Rules of Practice & Procedures*



# Use an Individualized Approach

To reduce racial and ethnic disparities, organizations must evaluate their current client approaches to make sure they are individualized rather than a “one size fits all.”

*Client voice is imperative throughout the process.*



# Share with System Stakeholders

As an agency changes policy and procedures, it is critical to share changes with system stakeholders. Policy changes may impact long-term success in reducing racial and ethnic disparities. Sharing changes with stakeholders strengthens cross-system collaboration as well as improves outcomes for clients who interact with multiple systems.



*Christian County RED Capstone Project  
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