

Stakeholder Focus Group Discussion Guide

1. Tell us about your organization and what programming and services you provide.
2. What populations do you primarily serve?
3. What do you think are the strengths of your organization in serving these populations?
4. In your experience, what are the best ways to connect with the populations you serve?
5. How does your organization advance upward mobility?
6. How would you say your program helps community members feel that they have power and autonomy or feel valued in community? How does it promote economic success?

This project is focused explicitly on naming and addressing racial inequities in our community. We define racial equity as both an outcome and a process. As an outcome, racial equity is when people receive just treatment, receive fair compensation for their contributions, and can reach their maximum social and economic potential regardless of race or where they live. As a process, we achieve racial equity by removing the structural barriers that prevent people of certain racial and ethnic groups from reaching their maximum social and economic potential and by meaningfully engaging these groups in decisionmaking.

7. Based on this definition, what racial inequities do you observe in your work?
8. What do you see as the biggest challenges to addressing those inequities?
9. Based on what you know about [city/county's] programs, if you could choose one program to provide greater investment to advance racial equity and bolster upward mobility, what program would that be? What, besides additional money, would that program need to thrive?
10. What populations do you think are not well served by [city/county] programs?
11. What programs in [city/county] have more demand than they can meet? What programs are underutilized? In your opinion, should these programs be eliminated, or do they need better marketing?