O.K.R.A. COMPASS

O.K.R.A. Racial Equity Harm Assessment Compass

OPPORTUNITY
SM
Inequity
Disproportionality
ACCESS
REPRESENTATION
Exclusion
Underutilization
KNOWLEDGE
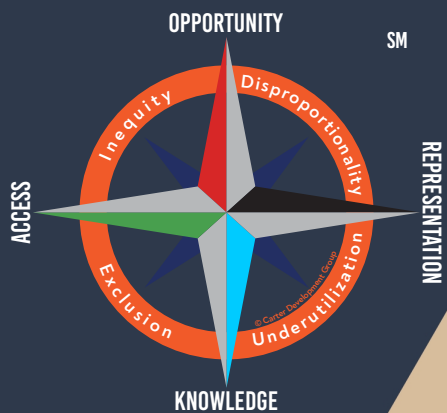
Carter Development Group

INCLUSION. CONFLICT RESOLUTION. LEADERSHIP.

Supplying A Need:

The O.K.R.A Racial Equity Harm Assessment Compass provides a structured framework for Identifying and analyzing harm across four critical dimensions: Opportunity, Knowledge, Representation, and Access.

The Carter Development Group developed the O.K.R.A. Racial Equity Harm Assessment Compass® as a structured, comprehensive approach to evaluating and addressing racial inequities within organizations, communities, and institutions. This framework/lens assesses the policies, procedures, outcomes, compliance with legal mandates, and the overall impact of government, educational, corporate, or business services on its workforce, residents, stakeholders, or customers. The lens examines Opportunity, Knowledge, Representation, and Access to identify factors creating disproportionality, underutilization, exclusion, or inequity within government services. This framework offers a practical and measurable approach to Identifying, understanding, and mitigating racial harm across policies, programs, and operations.

Philosophical Approach:
The Ellison Model

Racial equity initiatives are intended to shift organizational cultures to respectfully identify, understand, and repair the inequities historically marginalized groups confront. CDG utilizes The Ellison Model, a philosophical approach and methodology for inclusive community building, to arrive at this outcome.

Inclusive community building practices strive to repair the social, economic, personal, political, and psychological environments where people live and work toward the intrinsic values of care, share, love, trust, honor, and respect. Consequently, a key component of inclusive community building is the personal accountability elected officials, senior leaders, and personnel must take. This requires a strategically inclined, solution-focused, and human-centered approach that transforms people, communities, and organizations. To do so, an inclusive community-building lens that challenges biases, stereotypes, and historical perspectives that contribute to discommunity-building practices.

The Ellison Model framework also produces racially intelligent individuals and organizations prioritizing inclusive community building practices as an organizational cultural mandate. The inclusive leader can then emerge as the right person in the right place at the right time, as seen through their allyship and advocacy for inclusive community building. The Ellison Model, created by sociologist Deryl G. Hunt, Ph. D., affirms that it's not the problem that counts—it's the solution.

Standing on Dr. Hunt's shoulders, Dr. Adrian N. Carter, Ph. D., developed the O.K.R.A. Racial Equity Harm Assessment Compass®, and Dr. La'Shana Wiggs, DBA, developed the correlating Harm Assessment Scale to interrogate the impact of discommunity-building practices evidenced through policies, procedures, practices, outcomes, and compliance with legal mandates.
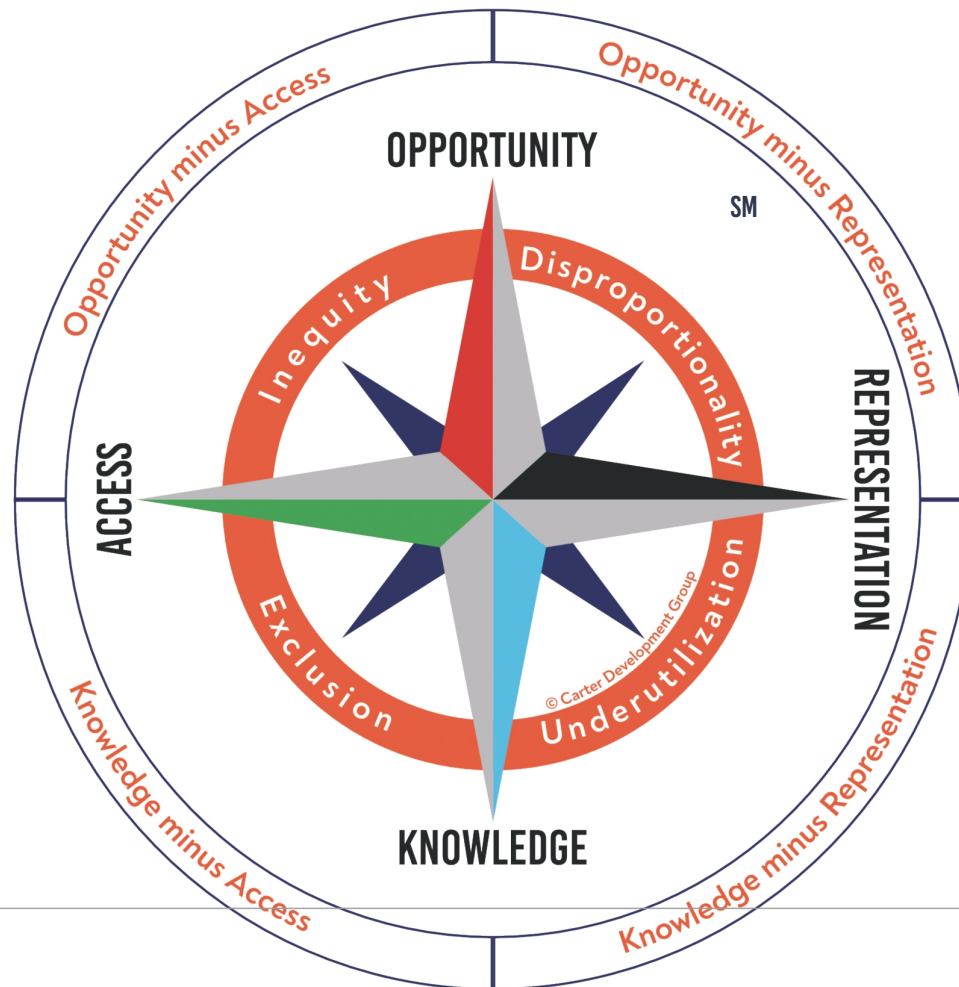
CDG Carter Development Group

O.K.R.A. RACIAL EQUITY HARM ASSESSMENT COMPASS®

> The Ellison Model, created by sociologist Deryl G. Hunt, Ph. D., affirms that it's not the problem that counts—it's the solution.
>
> -Dr. Adrian N. Carter

Defining Harm

Harm refers to the adverse impact of practices, policies, and actions that marginalize, exclude, or disadvantage individuals and groups, particularly those from historically underserved or underrepresented backgrounds. Harm results from discommunity-building practices and manifests across multiple dimensions, affecting people in profound and often intersecting ways - psychologically, emotionally, financially, spiritually, politically, and socially. This impact extends beyond the individual, disrupting families, communities, organizations, and societal systems. Harm not only erodes trust and belonging but also perpetuates cycles of inequity and exclusion.

Harm is typically the result of discommunity-building practices—action or policies that create divisions, reinforce biases, or limit access and opportunity.

These practices can be explicit or Implicit, deliberate or unintentional, but they invariably contribute to systemic inequities that hinder progress toward a genuinely inclusive community.

To address and mitigate harm, the O.K.R.A. Compass, grounded in The Ellison Model, leverages Inclusive Community Building approaches. This model recognizes the collective work of diversity, equity, inclusion, belonging, access, accountability, respect, and social justice as essential elements of community healing and empowerment. Inclusive community-building practices counteract harm by fostering

DISPARITY

Unequal distribution of resources, opportunities, treatment, or outcomes based on racial or ethnic identity. These disparities often result in one group experiencing advantages or disadvantages compared to another based on race or ethnicity.

DISPROPORTIONALITY

Overrepresentation or under-representation of specific racial or ethnic groups in a particular context, such as institutions, systems, or outcomes, compared to their representation in the general population.

EXCLUSION

Systemic or deliberate practices that prevent participation based on race or ethnicity encompass segregation, discrimination, and marginalization.

INEQUITY

Unjust treatment and unequal access to resources stemming from discriminatory policies or historical injustices.

environments based on care, share, love, trust, honor, and respect, promoting collaboration among Individuals, communities, and organizations to repair and rebuild.

The field of racial equity continues to evolve, with new terminologies and frameworks that expand our understanding of harm and its root causes. Inclusive community-building approaches serve as an overarching term encompassing various strategies to reduce harm by addressing racial and cultural differences. These approaches recognize that harm Is often compounded by Intersecting Identities, such as race, color, religion, sex, national origin, age (40 or older), disability, and genetic information, as well as the frequent occurrence of micro-aggressions. Mico-aggressions-often subtle, everyday verbal behavioral slights-can be deeply harmful to those on the receiving end while remaining unnoticed by others, adding another layer to the challenge of addressing harm.

The Role of the O.K.R.A. Compass In Assessing Harm^{SM}
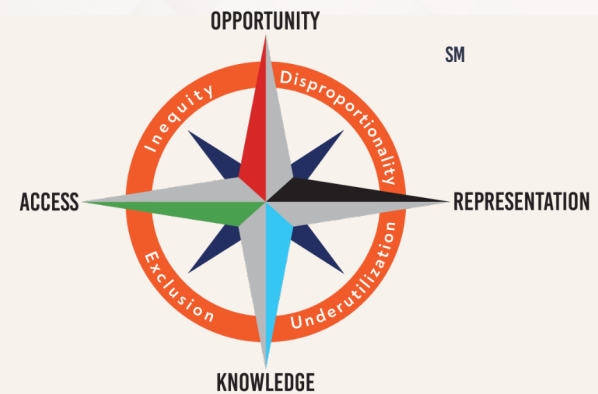
MARGINALIZATION

The process by which certain groups are pushed to the fringes of society, limiting their access to resources, opportunities, and decision-making processes.

UNDERUTILIZATION

Systemic discrimination, bias, or unequal treatment that limits access to resources and Wopportunities for certain racial or ethnic groups, resulting in their underrepresentation or limited participation in various aspects of society.

RACIAL HARM

The negative impacts, disadvantages, or injustices experienced by individuals or communities due to discriminatory policies and practices that perpetuate exclusion and marginalization.