

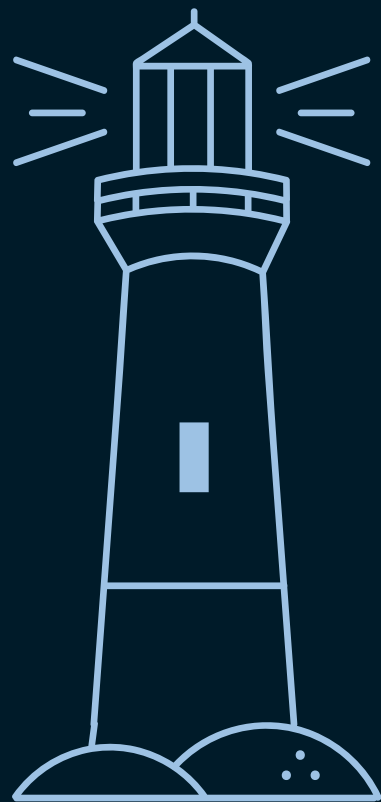


OCEAN

TSIC Racial Justice
Evaluation Principles

Photo by Matt Hardy

Why Having a Racial Justice Lens in Evaluation?



The ocean serves as a profound symbol of shared human experiences, bridging continents and histories. From the harrowing chapters of the transatlantic slave trade and the forced displacement of indigenous peoples to the modern-day migrations sparked by climate change, natural disasters, conflicts, and human rights violations, the ocean holds the stories of countless struggles and resilience.

Just as every drop in the vast expanse of the ocean is interconnected, so too are the lived experiences and battles against racial injustice resonating across the globe. Every drop, every voice, contributes to the ebb and flow of progress toward racial justice.

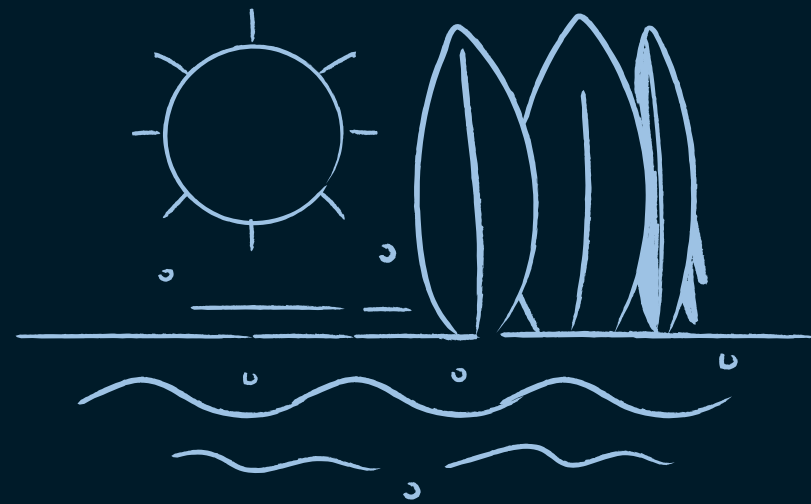
TSIC's OCEAN Racial Justice Evaluation Methodology values and amplifies the voices and experiences of the global majority and communities experiencing racial injustice. It recognises that our collective journey toward racial justice is intertwined, each narrative and perspective shaping the tide of progress.

Evaluation is not just a technical exercise, but a deeply human one. The methodology invites us to respect human endeavours and honour the complexities of lived realities, as we support our clients and their communities navigate the deep currents of racial injustice.

Racial Equity

vs.

Racial Justice



Imagine the surface of the ocean on a calm day, where every drop appears to share equal space and sunlight. Racial equity is akin to this balance on the ocean's surface. It represents fairness in access to resources, opportunities, and treatment for all individuals, regardless of their race. Achieving racial equity means ensuring that every drop has the its opportunity to wave, unimpeded by systemic barriers or discrimination. It's about leveling the playing field where the potential of each person can be realised without prejudice.



Consider the deeper currents of the ocean, which move beneath the surface, often unseen but incredibly powerful. Racial justice dives into these depths, addressing the root causes of inequity and striving to correct historical and systemic wrongs. It goes beyond surface-level equity to transform the structures that perpetuate racial disparities. Racial justice is about changing the currents, ensuring that the ocean's flow supports true inclusivity and fairness, and actively dismantling the forces that create and sustain racial inequities.

“A racial equity lens separates symptoms from causes, but a racial justice lens brings into view the confrontation of power, the redistribution of resources, and the systemic transformation necessary for real change.”

Racial Equity

The original guide describes four important features of **a racial equity lens**:

Analyzes data and information about race and ethnicity

Understands disparities and the reasons they exist

Looks at structural root causes of problems

Names race explicitly when talking about problems and solutions

Racial Justice

A **racial justice lens** adds four more critical elements:

Understands and acknowledges racial history

Creates a shared affirmative vision of a fair and inclusive society

Focuses explicitly on building civic, cultural, economic, and political power by those most impacted

Emphasizes transformative solutions that impact multiple systems

Source: [Philanthropic Initiative for Racial Equity](#). “Grantmaking with a Racial Justice Lens: A Practical Guide”

TSIC Racial Justice Evaluation Principles

TSIC uses “OCEAN” principles to embody racial justice in monitoring, evaluation, accountability and learning (MEAL). These principles were inspired by [WestEd’s Anti-Racist Evaluation Strategies](#) and TSIC’s own experience of embedding a racial justice lens in MEAL.



Origin

Centre the voices of the global majority and/or people experiencing racial injustice. Actively seeking, valuing, and prioritising their perspectives, experiences, and needs in decision-making processes.

Context

Acknowledge the existence of racism across different levels (internalised, interpersonal, institutional, systemic) and relevant cultural, historical, and political community contexts, and consider those factors in evaluation design and delivery.

Embody

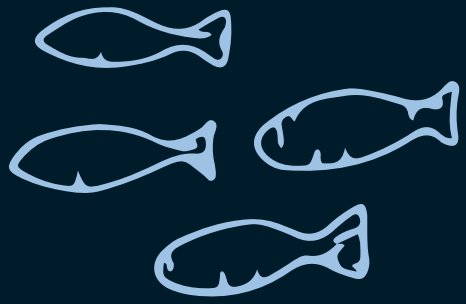
Create equitable partnerships to ensure trust in the evaluation process, increase the accuracy of findings, and strengthen partners’ capacity. Evaluators reflect on both their “doing” and “being”, embodying racial equity and consistently interrogating their own biases.

Advocacy

Act on opportunities to create, advocate and support change to advance racial justice. Take proactive steps to dismantle systemic barriers, advocate for policy reforms, and support grassroots movements for racial justice.

Navigation

Cultivate a culture of accountability and continuous learning among the interventions’ stakeholders by reflecting on the racial justice outcomes and adjusting the strategies of both the interventions and the evaluation.



Example

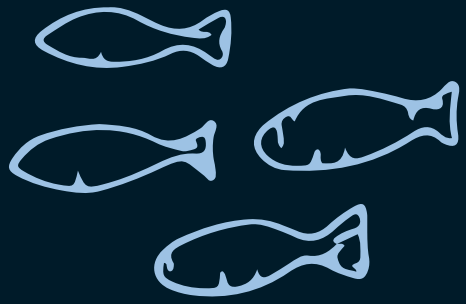
Trust for London's Racial Justice Fund

Trust for London's Racial Justice Fund focuses on tackling racial and economic injustice by reducing poverty in London's minoritised ethnic communities. The fund seeks to (1) increase household income in Black and minoritised communities; and (2) increase the amount of household and community wealth in Black and minoritised communities.

As the fund's 4-year Learning Partner since 2023, TSIC works with its grantees (civil society organisations in London) to develop a "Racial & Economic Justice Emergent Impact and Learning Framework" with racial justice and systems change lenses. We have applied the framework to facilitate the grantees' individual and collective learning journey.

Based on emerging learnings and evidence, we gather insights for the fund to course check and articulate its impact on advancing racial justice and economic empowerment, as well as supporting the fund to shape its future strategy.





Example

Comic Relief's Global Majority Fund

From 2021 to 2022, TSIC evaluated Comic Relief's Global Majority Fund (TGMF) Phases I and II, to understand how its unique intermediary partnership model has supported communities experiencing racial inequalities across the UK to recover from the Covid-19 pandemic.

We took an anti-racist evaluation approach. We had consultants with lived experience as the project lead and established a governance structure with the Fund Reference Group comprised of people with lived experience. We started with a scoping survey to gain views from the stakeholders regarding this evaluation and a literature review about systemic inequalities faced by people of colour and organisations led by them.

We then designed the evaluation method based on the scoping findings, allowed people to share their views in ways suitable for them (e.g. conversations, group discussions, surveys), and created a safe and brave environment for stakeholders to participate in the evaluation.

In addition, we analysed the grant-making data for almost 1,000 organisations and compared it with national or sector-wide benchmarking data. We held finding interpretation sessions with intermediary partners and key stakeholders at Comic Relief to validate the findings and co-create recommendations. The learnings were implemented in Phase III of the fund.

