

## ASSESSMENT

*How is your organization doing in its work to advance racial equity? Are you taking the steps that are usually needed to achieve the equitable results you and your constituencies want? This assessment will take less than 5 minutes of your time!*

***In each section, please check all items that describe your organization, and total the check marks as directed.***

### **Section A**

#### **My organization:**

- Understands and communicates that reducing racial inequities is mission-critical.
- Collects, breaks out, and analyzes data by race/ethnicity in programs and operations.
- Proposes strategies for its work that have been put through a racial impact analysis.
- Values diversity, and Inquires about the cultural competence of staff to work with diverse groups.
- Has mechanisms for management accountability around racial equity, diversity, and inclusion.
- Has mechanisms for staff accountability around racial equity, diversity, and inclusion.
- Supports the efforts of internal groups to work on issues of equity, diversity, and inclusion.

***In Section A, I checked \_\_\_\_ boxes.***

### **Section B**

#### **My organization:**

- Has some recognition that expanding opportunity and closing racial gaps are important to its work.
- Collects and breaks out data by race/ethnicity in programming but is not sure what to do with it.
- Has gone through trainings about race but is unclear about what to do next.
- Needs a better understanding of the distinctions between equity and diversity/inclusion.
- Has no mechanisms for management accountability around equity, diversity and inclusion.
- Has no mechanisms for staff accountability around equity, diversity and inclusion.
- Has an internal group working on issues of equity, diversity, and inclusion.

***In Section B, I checked \_\_\_\_ boxes.***

### **Section C**

#### **My organization:**

- Does not collect, break out, or analyze data by race/ethnicity in programming.
- Proposes strategies that are presumed to work for all children.
- Looks for staff, consultants, and vendors with racial/ethnic backgrounds similar to the community.
- Sees diversity as an important organizational consideration.
- Has accountability mechanisms around diversity and inclusion, but not around equity.
- Offers cultural competence training and opportunities for cross-cultural conversations and learning.
- Supports the efforts of internal groups to work on issues of diversity and inclusion.

***In Section C, I checked \_\_\_\_ boxes.***

### **Section D**

#### **My organization:**

- Does not collect, break out, or analyze data by race/ethnicity in programs or operations.

- Proposes strategies that are presumed to work for everyone.
- Presumes that all staff can work with all groups.
- Does not see diversity as an important organizational consideration.
- Believes that lifting up issues of race/ethnicity will only create conflict.
- Has no accountability mechanisms around equity, diversity, and inclusion.
- Discourages the formation of internal groups to focus on race/ethnicity.

***In Section D, I checked \_\_\_\_ boxes.***

***In which section were the most boxes checked? [Click here](#) to see where your organization falls.***

Adapted from *Advancing the Mission Toolkit*, Annie E. Casey Foundation.