

Organizational Equity Practices Assessment Categories

I. Organizational Readiness:

- Organization has a diversity, equity, and inclusion statement
- Organization has made a public commitment to racial equity
- Organization has an internal structure focused on diversity, equity, and inclusion (DEI Committee/council/team)
- Organization has established measurable goals associated with the internal DEI structure
- Organization's Mission, Vision, and Values incorporate racial equity into planning and strategic initiatives

II. Data:

- Organization has written policy or formal practice regarding the collection of race and ethnicity data
- Organization collects the racial, ethnic, and linguistic makeup of employees and/or board
- Organization reveals race and ethnicity data in way that is accessible to staff
- Organization freely shares data with community related to racial inequity and opportunities to produce equitable outcomes both internally and externally
- Organization has strategic goals explicitly focused on closing racial gaps/disparities within the organization
- Organization has data sharing agreements in place with other organizations

III. Community Mobilization/ Engagement:

- Organization has community engagement strategy
- Organization regularly seeks community feedback and input
- Organization compensates participants during community engagement efforts and provides opportunities to receive feedback

IV. Communications:

- Organization visibly posts materials in languages other than English
- Organizational materials are assessed and reviewed for racial bias and reflects the commitment to racial equity
- Organization publicly communicates its commitment to diversity, equity, and inclusion
- Organization provides language interpreter/translator services for people who speak languages other than English
- Organization ensures that language services (translation/interpretation) are adequately aligned with community needs

V. Capacity Building:

- Organization has regular trainings and discussions at the board and staff level about removing barriers to opportunity for marginalized populations
- Organization is focused on reducing racial disparities both internally and externally
- Organization has written procedures to support increasing the recruitment, retention, and promotion of people of color

- Organization has a mechanism in place to address complaints about barriers to opportunities and racial inequity in the workplace
- Organization provides staff the ability to provide explicit feedback about programming and day to day activities not related to diversity, equity, and inclusion
- Organization makes cultural competency, racial equity, and capacity training available to workforce
- Organization routinely evaluates the effectiveness of diversity, equity, and inclusion training with staff

VI Resource Allocation:

- Organization uses data on racial disparities to inform investment decisions
- Investments promote capacity-building and asset-building for people and communities of color
- Organization allocates resources for engagement and outreach in communities of color
- Organization requires vendors and contractors to adhere to stated commitments to diversity, equity, and inclusion
- Organization budget allocations are aligned with racial equity goals, plans, policies, and values
- Organization prioritizes investments that have been informed by or developed in collaboration with community

VII. Workforce Composition/Quality:

- Organization posts salary ranges and considers equivalent experience as comparable to a formal education.
- Organization provides anonymized reviews of potential employee applications.
- Organization has internal hiring policies to address hiring inequities and promote outreach, recruitment, and retention of marginalized communities specifically people of color.
- Organization incorporates diversity, equity and inclusion skills and practices into performance objectives and evaluations for staff