ORGANIZATIONAL SELF-ASSESSMENT
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Why Should I Use This Tool?
Because unequal opportunities and racial inequity are deeply embedded and usually not intended, producing equitable opportunities, operations and results requires being intentional.

What Will the Tool Accomplish?
It raises organizational awareness, starts focused conversations, contributes to the development of equity action plans, and tracks organizational change. Organizations that care about these issues can produce early results by using this tool.

STAFF COMPETENCIES

1. Staff are trained in and are knowledgeable at the 101 level about the range of barriers to equal opportunity and the depth of embedded racial inequities—how they are produced and how they can be reduced.

2. Staff have a deep level of understanding about barriers to opportunity and embedded racial inequities in their special area of focus— including critical data and information about how inequities are produced and how they can be reduced.

3. Staff are comfortable and competent about discussing issues of barriers to opportunity and embedded racial inequities with relevant individuals and groups.

4. Staff exhibit cultural competence in interactions with diverse groups.

5. Staff disaggregate data by race in all analyses.

6. A racial equity analysis is applied to policy issues.

7. A racial equity analysis is applied to practice issues.

8. Written materials reflect a knowledge and understanding of barriers to opportunity and embedded racial inequities.

9. Staff can articulate the costs of failing to address barriers to opportunity and embedded racial inequities.

10. The organization has a mechanism in place to address complaints about barriers to opportunity and disparity/disproportionality.

ORGANIZATIONAL OPERATIONS

1. Removing barriers to opportunity and disparity/disproportionality reduction are explicit goals of the work and are articulated in a mission/vision statement.

2. The unit has an internal team that guides the ongoing work of removing barriers to opportunity and reducing racial disparity/disproportionality.

3. The organization’s goals of reducing barriers to opportunity and racial disparities/disproportionality are reflected in resource allocations.

4. Investments promote capacity-building and asset-building for people and communities of color.

5. Results of investments show opportunity for all and a reduction in racial disparities/disproportionality.

6. The organization has a deliberate plan to develop and promote the leadership of staff of color.

7. The organization has regular trainings and discussions at the staff and/or board levels about removing barriers to opportunity and reducing racial disparities and disproportionality, both internally and externally.

8. The organization regularly assesses workforce composition by race/ethnicity and develops/implements strategies for increasing diversity at all levels.

9. The environment of the organization (food, art, holiday activities, etc.) is multicultural.

10. The organization has a mechanism in place to address complaints about barriers to opportunity and racial inequities in the workplace.

RACIAL EQUITY SCORE

NOW: Add up the numbers associated with each answer to get your Racial Equity Score. My Racial Equity Score is _____.

FINALLY! Use the chart below to see what your next steps should be.

< 20

Become intentional
Make an emphasis on racially equitable results explicit in your unit/organization’s mission statement, and evaluate performance with this emphasis as a criterion.

20–29

Build staff/organizational capacity
If fewer points are in the area of Staff Competencies, identify opportunities for staff to better understand embedded racial inequities - how they are produced and maintained, and how they can be eliminated.

30–39

Fine-tune staff/organizational capacity
See which items are scored lowest, and work on them.

40–49

Mentor others!
Because one unit’s or organization’s success in promoting opportunity for all and reducing disparities is likely to be tied to others’ performance, use what you’ve learned to help advance a racial equity approach for critical partners.

How Do I Use It?

Answer each question by circling the response that most closely applies. (For the section on staff competencies, decide if your focus is your own unit or the entire organization.)

Add up the numbers associated with each answer to get your Racial Equity Score.

Use the chart at the end of the tool to find out what your Racial Equity Score means for your next steps.

TOOLS THAT CAN HELP

Every tool in this Toolkit can help your organization become more intentional in its commitment to opportunity for all. But you may want to start with How to Talk about Race to decide NOW to talk about the issues. Sometimes organizations do not have intentional efforts to produce equity because they get stuck on debates related to language instead of action. You should also review the Race Matters PowerPoint to understand how becoming intentional changes the work you do.

Staff competencies can be built using the Race Matters PowerPoint, What’s Race Got to Do with It?, and the Fact Sheets.

Organizational operations can be improved with the Racial Equity Impact Analysis and System Reform Strategies.

Select relevant tools from the Toolkit based on the areas that need fine-tuning. To help you select the right tools, the Race Matters Users Guide lists every tool and what it will accomplish.

3. Thanks to Ralph Bayard and Dine Watson for their input.

2. Embedded racial inequities are accumulated advantages for whites and accumulated disadvantages for people of color. These results come from the long term effects of public policies and institutional practices, the differential perceptions and images of people of color and whites, and the dominant norms and values that privilege one racial group over others.