Creating a Culture for Equity Within Your Organization

Updated 07/2018

Use this self-assessment to identify what is currently in place within your organization to support ongoing commitment and action towards building a Culture for Equity. A Culture for Equity is one where organizational policies, practices, mindsets, resource allocations, decision-making processes, and capacities are aligned with the goal of ensuring everyone has a fair and just opportunity for health and wellbeing. In organizations with a strong Culture for Equity, there is an explicit focus on removing barriers that create inequity.

For each question, **please rate the extent to which each statement reflects current conditions and practices within your organization**. Use this assessment to identify next steps for your organization.

A. Equity Within the Organization's Vision and Mission

In my organization…	Not at all	Starting to Make Progress	Making Good Progress	Fully in Place	Next Steps
a. Organizational leaders communicate a commitment to promoting equity in all phases the organization's work.					
b. Commitment to equity can be found in organization's mission, goals, and objectives.					
c. Organizational members can articulate the organization's goals related to equity.					
d. Organization has well-defined equity principles and/or practices guiding day-to-day organizational behavior.					

B. Equity Outcomes

In my organization…	Not at all	Starting to Make Progress	Making Good Progress	Fully in Place	Next Steps
a. Inequities and disadvantaged groups related to organization's					

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B. Equity Outcomes

In my organization…	Not at all	Starting to Make Progress	Making Good Progress	Fully in Place	Next Steps
overall goals and aims are identified					
b. Specific outcomes related to reducing inequities are tracked.					
c. Demographic and descriptive information is collected with relevant organizational/program data to allow data disaggregation to occur.					
d. Disaggregated data is assessed to reveal disadvantages across groups. As much as possible, this includes examining differences by race/ethnicity, income, gender, sexual identity, geography and other groupings relevant to your community.					
e. The systemic or structural root causes of prioritized inequities have been identified.					
f. Qualitative or story data is collected and used to more deeply understand the impact of inequity on youth and adults					
g. We communicate our progress on reducing inequities with community partners					

C. Equity Capacities

In my organization…	Not at all	Starting to Make Progress	Making Good Progress	Fully in Place	Next Steps
a. Organization includes diverse staff reflective of the community and populations served across all units within the organization.					

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C. Equity Capacities					
In my organization...	Not at all	Starting to Make Progress	Making Good Progress	Fully in Place	Next Steps
b. Organization includes diverse leaders reflective of the community and populations served across all units within the organization.					
c. Staff are knowledgeable about cultural competency.					
d. Staff are knowledgeable about trauma-informed approaches.					
e. Staff are knowledgeable about the various ways racial and income inequities create cumulative challenges for vulnerable youth and adults.					
f. Staff understand their role in promoting equity and reducing inequities.					
g. Staff know how to design strategies, programs, and practices to reduce the burden of inequities on vulnerable youth and adults.					

C. Equity Capacities

In my organization...	Not at all	Starting to Make Progress	Making Good Progress	Fully in Place	Next Steps
h. Criteria related to supporting a "Culture for Equity" approach are used in staff evaluations.					
i. Staff are promoted or rewarded in part on their demonstration of equity practices in their work.					
j. Internal funding and staffing decisions demonstrate commitment to equity.					
k. The organization invests in developing the knowledge, skills and leadership capacity of the most vulnerable youth and adults.					

D. Equity Policies & Practices

a. In my organization, the following organizational areas are **regularly assessed to determine the extent to which they promote equity or perpetuate inequities:**	Not at all	Starting to Make Progress	Making Good Progress	Fully in Place	Next Steps
▪ Existing Policies					
▪ Existing Protocols and Practices (written and unwritten)					

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D. Equity Policies & Practices					
a. In my organization, the following organizational areas are **regularly assessed to determine the extent to which they promote equity or perpetuate inequities:**	Not at all	Starting to Make Progress	Making Good Progress	Fully in Place	Next Steps
▪ Existing Programs or Services					
▪ Budgetary Decisions					
▪ Decision-Making Processes					
▪ Practices for engaging youth/adults experiencing targeted problems					
▪ Data Collection plans					
▪ Proposed Policies, Protocols, Practices, & Programs					
▪ Strategic Plans					

D. Equity Policies & Practices

In my organization:	Not at all	Starting to Make Progress	Making Good Progress	Fully in Place	Next Steps
b. New organizational policies, practices, and programs are intentionally designed to promote equity and reduce inequities.					
c. Adjustments to existing policies and protocols are made to increase their equity potential.					
d. Leaders and staff routinely review and improve their efforts to build a "Culture of Equity" within the organization.					
e. Organizational spaces are welcoming to diverse children, youth and adults, including materials and images that reflect diverse languages and populations.					
f. Organizational materials are available in languages spoken by community residents.					

E. Equity Linkages and Relationships					
In my organization…	**Not at all**	**Starting to Make Progress**	**Making Good Progress**	**Fully in Place**	**Next Steps**
a. Organization's programs and change efforts are multi-sector in their approach, working to bridge opportunities that address multiple needs and desires.					
b. Organization's equity efforts involve working with partners across different disciplines/sectors.					
c. Organization encourages authentic and long-term relationships with local settings/agencies that work most closely with the populations experiencing inequities.					
d. Efforts are made to enhance connections and social support for youth/adults participating in organizational programs and change efforts.					

F. Equity Engagement & Voice					
In my organization, local youth and/or adults representing the groups most disadvantaged within the community:	**Not at all**	**Starting to Make Progress**	**Making Good Progress**	**Fully in Place**	**Next Steps**
a. Select organizational priorities					
b. Select inequities to prioritize					
c. Inform the design of proposed programs/solutions.					
d. Participate in decision-making groups to inform organizational decisions.					
e. Provide real-time feedback on program and organizational operations.					
f. Are supported as leaders and change agents.					