

Individual Level Summary Assessment

Rating Scale

- 1 - **Being Developed:** you demonstrate a **minimal use** of the competency and are currently developing it.
- 2 - **Basic:** you demonstrate **limited use** of a competency and require additional training to apply without assistance or frequent supervision
- 3 - **Intermediate:** you demonstrate a **working or functional** command of the competency which enables it to be exercised effectively
- 4 - **Advanced:** you demonstrate **in-depth** proficiency level; you can assist, consult or lead others in the application of the competency

Directions: Using the scale above, fill in the blanks with the number that best describes your level of proficiency in relation to the competencies listed below:

___ Cultural Competence: The ability to understand and respect the cultural beliefs, values, and practices of diverse communities, and to work effectively with people from different backgrounds.

___ Intersectionality: The ability to understand the complexity of multiple forms of oppression and privilege that intersect, such as race, gender, sexuality, ability, and socio-economic status.

___ Inclusive Communication: The ability to communicate in a way that is accessible and respectful to diverse audiences, and to actively listen to and incorporate feedback from community members.

___ Systems Thinking: The ability to understand and analyze the ways in which policies, systems, and institutions perpetuate inequities and to develop strategies to promote equity.

___ Collaboration and Partnership Building: The ability to work effectively with community organizations, government agencies, and other stakeholders to promote collective action and achieve shared goals.

___ Advocacy and Policy Change: The ability to engage in advocacy efforts that promote equity, such as lobbying for policy changes, advocating for funding and resources, and raising awareness about social justice issues.

___ Capacity Building: The ability to develop and implement programs and initiatives that build the capacity of individuals and communities to promote equity and social justice.

___ Data Analysis and Evaluation: The ability to collect and analyze data to assess the impact of programs and initiatives on equity and to use evaluation findings to improve program effectiveness.

___ Reflection and Self-Critique: The ability to engage in self-reflection and critical analysis of one's own biases and assumptions, and to continually work to improve cultural competence and promote equity.

Individual Level Detailed Assessment

Skills and Competencies: A community/economic development specialist practicing equity should possess a range of competencies to effectively promote and advance equity in their work.

Rating Scale

1 - **Being Developed:** you demonstrate a **minimal use** of the competency and are currently developing it.

2 - **Basic:** you demonstrate **limited use** of a competency and require additional training to apply without assistance or frequent supervision

3 - **Intermediate:** you demonstrate a **working or functional** command of the competency which enables it to be exercised effectively

4 - **Advanced:** you demonstrate **in-depth** proficiency level; you can assist, consult or lead others in the application of the competency

Directions: Using the scale above, fill in the blanks with the number that best describes your level of proficiency in relation to the competencies listed below.

___ I understand and respect the cultural beliefs, values, and practices of diverse communities in order to work effectively with people from different backgrounds.

___ I work to increase my cultural competency; that is, my ability to understand and respect different cultural backgrounds, experiences, and perspectives, as well as to be aware of my own cultural biases and assumptions.

___ I understand the complexity of multiple forms of oppression and privilege that intersect, such as race, gender, sexuality, ability, and socio-economic status.

___ I communicate in a way that is accessible and respectful to diverse audiences.

___ I communicate clearly and effectively. This includes actively listening, asking questions, and providing feedback.

___ I am an active listener: Active listening involves paying attention to what others are saying and seeking to understand their point of view. It involves being present in the moment and not interrupting or judging others.

___ Systems Thinking: I understand and analyze how policies, systems, and institutions perpetuate inequities and I am able to develop strategies to promote equity.

___ Collaboration and Partnership Building: I work effectively with community organizations, government agencies, and other stakeholders to promote collective action and achieve shared goals.

___ I am an authentic collaborator: Collaboration involves working together with others to achieve a common goal. Inclusivity can be facilitated through collaboration by involving others in decision-making processes and sharing responsibilities.

___ I build trust with all my partners: Building trust is essential in empowering others. Trust can be built through honesty, transparency, and consistency in actions and words.

___ I am an active encourager: Encouragement involves providing support and positive reinforcement to individuals as they work towards their goals. This can include celebrating successes, providing motivation, and offering praise for a job well done.

___ Advocacy and Policy Change: I engage in advocacy efforts that promote equity, such as lobbying for policy changes, advocating for funding and resources, and raising awareness about social justice issues.

___ I am an advocate: Advocacy involves speaking up for oneself or others to promote fairness and justice. It involves using one's voice and power to effect positive change and create a more inclusive environment.

___ Capacity Building: I develop and implement programs and initiatives that build the capacity of individuals and communities to promote equity and social justice.

___ Data Analysis and Evaluation: I collect and analyze data to assess the impact of programs and initiatives on equity and to use evaluation findings to improve program effectiveness.

___ Reflection and Self-Critique: I engage in self-reflection and critical analysis of my own biases and assumptions, and continually work to improve my cultural competence and promote equity.

___ I am empathic: Empathy is the ability to understand and share the feelings of others. It involves putting oneself in another person's shoes and seeing things from their perspective.

___ I am respectful: Respect involves treating others with dignity and courtesy, regardless of their background or position. It involves valuing diversity and recognizing the contributions of all individuals.

___ I am flexible: Being flexible and adaptable to changing circumstances is important when promoting inclusivity. It involves being open to different perspectives and ideas, as well as being willing to adjust plans when necessary.

___ I have a positive attitude: A positive attitude can be contagious and can help to create a welcoming and supportive environment. It involves focusing on strengths and possibilities, rather than limitations.

___ I am skilled at conflict resolution: Collaboration can sometimes lead to disagreements and conflicts. Being able to manage and resolve conflicts in a constructive manner is essential for maintaining positive working relationships.

___ I work to increase my conflict resolution skills: Conflict resolution involves managing and resolving conflicts in a peaceful and productive way. It involves being able to listen to different viewpoints and finding common ground.

___ I am a creative thinker: Inclusivity often involves thinking outside of the box and finding creative solutions to problems. The ability to think creatively and generate innovative ideas can be a valuable skill in promoting inclusivity.

___ I am proficient in problem-solving: Collaboration often involves addressing complex problems, and the ability to analyze situations, identify issues, and develop solutions is critical to its success.

___ I hold myself and my partners accountable for our actions and responsibilities. This includes following through on commitments, meeting deadlines, and taking ownership of mistakes.

___ I have excellent time management skills which are essential for effective collaboration to ensure tasks are completed on schedule.

___ I employ servant leadership skills: Collaborative efforts often require leadership skills, even in informal settings. Leaders can help to guide the group towards their goals, delegate tasks, and motivate team members.

___ I am self-aware: Self-awareness involves understanding one's own biases and assumptions, as well as recognizing how one's actions and words affect others. It involves reflecting on one's own experiences and learning from them.

___ I am aware of my emotions and understand the emotions of others which is critical in collaboration. This includes empathy, self-awareness, and the ability to regulate emotions.

___ I embrace creativity and innovation: Collaboration often involves brainstorming new ideas and solutions. The ability to think creatively and generate innovative ideas is a valuable skill for collaboration.

___ I model respect: Respecting others, their opinions, and their contributions is essential to effective collaboration. It is important to create a safe and inclusive environment where all team members feel valued and heard.

___ I am open-minded: Open-mindedness involves being willing to consider different perspectives and ideas, even if they are different from one's own. It involves being flexible and adaptable to change.

___ I practice humility: Humility involves recognizing that one does not have all the answers and being open to learning from others. It involves acknowledging one's own mistakes and shortcomings.

___ I am courageous: Courage involves taking action to promote equity, even in the face of adversity. It involves standing up for what is right and speaking out against injustice.

___ I use coaching strategies: Coaching involves providing guidance and support to help individuals develop the skills they need to achieve their goals. It can include providing feedback, setting goals, and helping individuals to develop plans for achieving those goals.