Organizational Level Summary Assessment

Rating Scale
1- Haven't started work in this area yet
2- Plans exists to use in planning and implementation
3- This is in place, and we have evidence of its use
4- This is part of our routine, and we model it for others

Directions: Using the Rating Scale above, fill in the blanks with the number that best describes your organization with the statements listed below:

Inclusivity:

___ Everyone has a voice and that no one is excluded from the decisions-making process.

Collaboration:

___ Work together with community members, organizations, and stakeholders to identify and address community needs.

Equity:

___ Provide fair and equal opportunities for all members of the community, regardless of race, ethnicity, gender, or socio-economic status.

Sustainability:

___ Develop strategies and solutions that are environmentally, socially, and economically sustainable over the long term.

Empowerment:

___ Provide resources, support, and education to help community members build their skills, capacity, and leadership.

Building an organizational culture of equity – Remember, creating an equitable culture is a journey, not a destination. It requires commitment, patience, and ongoing effort:

___ Define equity for our organization.

___ Assess the current culture of our organization.

___ Develop and implement an equity action plan.

___ Leadership is engages in all equity efforts.

___ Progress, or the lack of progress, regularly communicated.

___ Equity training provided.

___ We hold ourselves and our organization accountable for progress toward creating an equitable culture.

___ We celebrate success along the way.

Organization structures of equity – Designed to promote fairness, inclusion, and equality within an organization:

___ Diverse hiring practices

___ Equal pay policies

___ Policies support inclusive practices

___ Diversity, Equity, and Inclusion (DEI) Committee established

___ Employee Resources Groups (ERG) in place

___ Ongoing leadership training and development

Organizational Level Detailed Assessment

Rating Scale
1- Haven't started work in this area yet
2- Plans exists to use in planning and implementation
3- This is in place, and we have evidence of its use
4- This is part of our routine, and we model it for others

Directions: Using the Rating Scale above, fill in the blanks with the number that best describes your organization with the statements listed below:

Inclusivity: Ensuring that everyone has a voice and that no one is excluded from the decisions-making process.

___ Promote active and representative citizen participation so that community members can meaningfully influence decisions that affect their situation.

___ Outreach is conducted to engage people of all backgrounds.

___ Provide opportunities for all community members to participate in decision-making regarding the development and implementation of community and economic development initiatives.

___ Promote access to organizational and community resources and amenities so all community members benefit.

Collaboration: **Working together with community members, organizations, and stakeholders to identify and address community needs.**

___ Assist community members in designing and implementing a plan to solve agreed-upon problems by emphasizing shared leadership and active citizen participation.

___ Seek alternatives to any effort that is likely to adversely affect the disadvantaged segments of a community.

___ Actively work to increase leadership capacity, skills, confidence, and aspirations in the community development process.

___ Share ideas, resources, and skills to achieve a shared outcome.

___ Informal partnerships between individuals or groups to more formal arrangements, such as joint ventures or strategic alliances are valued and pursued.

___ Provide opportunities for individuals and groups to share their knowledge, expertise, and resources.

___ Provide opportunities for individuals to bring their unique perspectives and ideas to the decision table.

___ Increase efforts for effective communication, trust building, and a willingness to compromise and work towards a shared vision.

___ Ensure a willingness to address conflict and work through disagreements in a constructive and respectful manner.

.

Equity: **Striving to provide fair and equal opportunities for all members of the community, regardless of race, ethnicity, gender, or socio-economic status.**

___ Promote active and representative citizen participation so that community members can meaningfully influence decisions that affect their situation.

___ Champion the concept of fairness and justice in the distribution of resources, opportunities, and outcomes among individuals or groups.

___ Acknowledge that people have different needs, challenges, and strengths, and that fairness requires treating people differently based on their circumstances and needs.

___ Recognizes that treating everyone the same may not result in fairness or justice, especially for those who face systemic barriers or discrimination.

___ Addresses the root causes of disparities in resources and opportunities, and design policies and programs that meet the needs of all individuals and communities.

___ Promote targeted interventions to address the needs of historically marginalized or underserved populations, such as providing affordable housing, healthcare, education, or job training.

___ Challenge discrimination and bias, promoting diversity and inclusion, and advocating for policies and practices that promote fairness and justice for all.

Sustainability: **Developing strategies and solutions that are environmentally, socially, and economically sustainable over the long term.**

___ Help community members understand the economic, social, political, environmental, and psychological impact associated with alternative solutions to the problem.

___ Meet the needs of the present generation without compromising the ability of future generations to meet their own needs.

___ Recognize the interconnectedness of environmental, social, and economic systems and seeks to balance their needs in a way that ensures long-term viability.

___ Adopt practices and policies that promote the responsible use of natural resources, reduce waste and pollution, and promote social and economic equity.

___ Recognize the limits of the planet's resources and working to ensure that they are used in a way that can be sustained over the long term.

___ Promote sustainability using a multi-disciplinary approach that involves collaboration between governments, businesses, communities, and individuals.

___ Adopt innovative technologies and practices, such as renewable energy, sustainable agriculture, and green infrastructure, as well as promoting social and economic equity and justice.

Empowerment: **providing resources, support, and education to help community members build their skills, capacity, and leadership.**

___ Engage community members in problem diagnosis so that those affected may adequately understand the causes of their situation.

___ Help community members understand the economic, social, political, environmental, and psychological impact associated with alternative solutions to the problem.

___ Enable individuals or communities to gain more control over their lives and to make decisions that affect them. It involves increasing the capacity of individuals or groups to exercise power, take action, and influence outcomes.

___ Provide education, training, access to resources, and opportunities for participation in decision-making processes.

___ Promote social, economic, and political justice that enables marginalized and disadvantaged individuals and communities to overcome barriers and inequalities.

___ Contribute to the development of more resilient, sustainable, and inclusive societies.

___ Promote individual empowerment by building the confidence, skills, and knowledge of individuals to take control of their lives and make informed decisions.

___ Promote collective empowerment by the mobilization of groups around common goals, such as women's rights, environmental protection, or social justice.

___ Promote community empowerment by empowering communities to take control of their own development and to shape their own futures.

Building an organizational culture of equity: Remember, creating an equitable culture is a journey, not a destination. It requires commitment, patience, and ongoing effort.

Define Equity:

___ Define what equity means for your organization. This definition is in our mission statement or other organization documents.
___ Create a shared understanding of equity that reflects your values, mission, and vision.

Assess the Current Culture: Take a critical look at the current culture of your organization.

___ Identify any policies, practices, or behaviors that might perpetuate inequality.
___ Identify areas where change is needed.

Develop a Plan:

___ Develop a plan for creating a more equitable culture in your organization.
___ Set goals and create action steps that are specific, measurable, and achievable.

Engage in Leadership: Leaders play a critical role in building a culture of equity.

___ Engage your leadership team in the effort to create an equitable culture.
___ Provide them with the necessary training and resources to support the effort.

Communicate: Communication is key in creating a culture of equity.

___ Communicate your commitment to equity to all members of your organization.
___ Use various channels such as town halls, staff meetings, and newsletters to keep everyone informed.

Provide Training:

___ Provide training to all employees on unconscious bias.
___ Provide training to all employees on cultural competency.
___ Provide training to all employees on inclusive leadership.
___ All trainings are ongoing and tailored to meet the needs of different departments and teams.

Hold Yourself Accountable: Hold yourself and your organization accountable for progress towards creating an equitable culture.

___ Establish metrics to measure progress and regularly review them.

Celebrate Success: Celebrate successes along the way.

_____ Recognize individuals and teams who have made significant contributions towards building an equitable culture.

Organizational structures of equity: Designed to promote fairness, inclusion, and equality within an organization.

Diverse Hiring Practices:

___ Remove bias from job descriptions.
___ Use blind hiring practices.
___ Actively recruit from underrepresented groups.
___ Workforce is diverse and reflective of the community it serves.

Equal Pay Policies:

___ All employees are paid equitably for their work regardless of gender, race, and background etc.

Inclusive Policies: Policies that support inclusive practices.

___ Flexible work arrangements.
___ Parental leave.
___ Accommodations for disabilities.
___ Equitable benefits.

Diversity, Equity, and Inclusion (DEI) Committees:

___ DEI Committee established.
___ DEI committee or task force includes representatives from different departments and levels of the organization.
___ Equity is a priority in decision-making processes.
___ Identify areas where change is needed.

Employee Resource Groups (ERG): (An employee resource group is a voluntary, employee-led group whose aim is to foster a diverse, inclusive workplace supported by an organization)

___ ERGs in place.
___ ERGs represent different communities within the organization.
___ ERGs are a platform for underrepresented groups to connect, share experiences, and advocate for change.

Leadership Training and Development:

___ Provide leadership training and development opportunities that focus on inclusive leadership, cultural competency, and addressing bias.
___ Leaders have the skills and knowledge needed to promote equity within the organization.