

Racial Justice Organizational Assessment Tool

ORGANIZATIONAL ASSESSMENT TOOL

About this organizational assessment.

This sampling of questions is designed to help organizations examine the ways you currently engage with the issues of racial justice. This, in turn, will guide your work in identifying opportunities to leverage as well as challenges to overcome in developing your strategy and workplan.

For each question below, please indicate whether your organization is at a red, yellow or green light.

Remember there are no right or wrong answers; your responses will help you see what assets you can leverage and what you might visualize working toward!

- *Red Light: Organization has not gone there*
- *Yellow Light: Organization has started conversations about this or taken some first steps*
- *Green Light: Organization is fully on board and has completed this action*

Also for each, consider the following:

1. What are your current efforts in this area?
2. Where are there natural entry points or opportunities to introduce/strengthen this?
3. What are the barriers? (e.g. opposition from board and/or constituents, lack of resources...)

Definitions:

Anti-Racist Organization: Seeks to integrate racial justice into programs; helping White people work together and challenge each other around issues of racism; share power with People of Color; take leadership from and be accountable to People of Color; and transforming the organizational norms and culture.

People of Color (POC): An umbrella term for people who share the common experience of being targeted and oppressed by racism.

Racial Justice: The proactive enforcement of policies, practices, attitudes, and actions that produce equitable access, opportunities, treatment, impacts, and outcomes for all regardless of race or ethnicity.

Red= R Yellow = Y Green= G	R/ Y/ G/ Light?	What are your current efforts in this area?	Where are there natural entry points or opportunities to introduce/strengthen this?	What are the barriers?
Internal efforts: Building the groundwork for Racial Justice in your organization				
Program				
1. Does the organization analyze the comprehensive needs of people of color (POC) within your geographic area as a part of programming assessment, planning, and implementation?				
2. Do you have specific criteria for issue identification and campaign development that elevates Racial Justice issues?				
3. Does the organization set goals for Racial Justice across program areas that seek to name and address racial disparities and harms?				
4. Does the organization advocate and support the inclusion of Racial Justice issues when working in coalitions?				
5. Do yo have metrics, benchmarks, and indicators for measuring the organization's success for racial justice?				
6. Do you have access to curricula, resources, & other tools to educate & support conversations among staff, board, volunteers around racial justice and to build shared values system?				

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People				
1. Do your staff and board reflect the full spectrum of POC communities within the region?				
2. Are white people supported and evaluated in deepening knowledge and building skills around issues of white privilege and anti-racist organizing either within or outside the organization?				
3. Does your organizational leadership have values-based relationships with POC leaders in the region that work towards building long term alliances?				
4. Are POC on staff supported in identifying and participating in leadership development opportunities?				
5. Are staff, board, and leadership provided organizational space, time, resources, and structure to discuss and respond to issues of racial justice within and outside your organization?				
Power				
1. Does the organization have authentic and accountable relationships with POC individuals and organizations within the region that provide input into your programs and advocacy?				

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2. Does the organization have POC as board members and director-level staff?				
3. Does the organization ensure a pipeline that seeks the leadership of POC leaders and organizations become decision-makers within your organization?				
4. Does the organization raise adequate resources for its racial justice work?				
Policies				
1. Does the organization have anti-discrimination policies that explicitly prohibit harassment of POC members of the organization?				
2. Is family defined in a way that supports all family formations, including those beyond “traditional” or “nuclear” families?				
3. Does the organization have benchmarks around leadership development and retention of people of color?				
4. Do you periodically assess the disproportionate impact of organizational policies on staff and/or constituents of color?				

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External-Facing Efforts: Working for Racial Justice				
Access to Community				
1. Do we have access to community that we can harness to recruit new community members to the work?				
2. Do we have strong and meaningful relationships with leaders of color in the community?				
3. Does your coalition regularly attend community events held by community groups?				
Analysis				
1. Do we have good data on specific demographics of who is most impacted on the issues we seek to address?				
2. Do we have strong relationship with community leaders representing those most impacted?				
3. Does your coalition have a sense of the exciting opportunities and threats facing the community most impacted?				

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Community Engagement/Organizing				
1. Are there efforts to inform the community about the issues you are working/addressing?				
2. Does the coalition prioritize the participation and engagement of those “most impacted” in your community?				
Culture Shift				
1. Are the full identities of people (sexual orientation, gender identity and expression, immigration status, race and ethnicity, ability status, age, languages spoken, etc.) recognized, respected, and taken into consideration in your work and outreach with the community?				
2. Does your organization talk about health equity, racial justice, gender justice, and LGBTQ justice in your work?				
3. When the organization plans activities and events do you consistently consider basic needs like childcare, interpretation, food, proximity to transit lines, or time of the day?				

Follow up Questions:

- How do you feel your organization lines up to your values?
- How can you use your power to shift policy, practices, and organizational operations in a more equitable way when thinking about economics, race and health?