

What is it

A tool for assessing the degree of an organization's engagement with racial equalityⁱ.

What it can do

This tool can assist you to:

- Identify gaps and opportunities in strengthening an organization's commitment to racial equality
- Deepen the understanding and skills of staff, leadership and membership around racial inclusion

When to Use It

- When engaging an organization and its members in strengthening their understanding and work in racial equality
- To create beginning benchmarks and track progress in deepening their racial equity agenda
- Only when top leadership in the organization is committed to follow-up on the results of the assessment

How it works

Step 1

Each person on the team fills out the assessment individually.

or

Break into groups to collectively answer the questions.

Each question is ranked either:

- **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

Step 2

Debrief as a team.

- In which areas is the organization strong?
 - In which areas does the organization need to do more work?
 - Are there areas that the organization needs to begin with?
What steps come first?
- Use the results to help identify organizational priorities for change.

RACIAL JUSTICE ORGANIZATION ASSESSMENT

A tool created by the Western States Center

Tools for
Transformation

Directions: For each question, choose one of the following:

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

	RED LIGHT	YELLOW LIGHT	GREEN LIGHT
PROGRAM			
1. Does the organization talk about racial justice across program areas and with the groups you work with?			
2. Does the organization acknowledge people of color within the community they serve as a part of regular programming and planning?			
3. Does your organization advocate for the inclusion of racial justice issues when working in coalitions?			
4. Does your organization prioritize the participation of people-of-color groups in your organization?			
5. Does your organization provide training, technical assistance, and materials in the first language of participants?			
POWER			
1. Is your organization accountable to POC individuals and organizations within the region? Does the organization seek the leadership of POC leaders and organizations within the region?			
2. Does the organization have folks of color as board members and director-level staff?			
3. Are benchmarks around racial justice incorporated into the annual evaluation for the Executive Director?			
4. Does the organization raise specific resources for its racial justice work?			

	RED LIGHT	YELLOW LIGHT	GREEN LIGHT
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, nuclear” families?			
3. Does the organization use affirmative action in hiring processes?			
4. Does the organization have benchmarks around leadership and retention of people of color?			
PEOPLE			
1. Does your staff and board reflect the full spectrum of POC communities within the region?			
2. Does your organizational leadership have personal relationships with POC leaders in the region?			
CULTURE			
1. Are the full identities of people of color (sexual and gender identity, immigration status, ability status, age, languages spoken, etc) acknowledged and respected?			
2. Are the staff and board trained in interrupting racism at organizational events and within the organization?			
3. Is white culture treated as the norm? Are people of color expected to assimilate into the existing organizational culture?			

ⁱ Used with permission of the Western States Center. Adapted by the Western States Center based on work done by changework and South Asian Network.