



## Race Equity Organizational Readiness Assessment

**Name of Agency/Organization:** \_\_\_\_\_

*(Please circle only one number listed after each)*

Low	Average	High
1 – 2	3	4 - 5

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**1. Diversity & Inclusion: Compared to the constituency you serve, how racially representative and inclusive is/are...**

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| a. Your full staff                               | 1 | 2 | 3 | 4 | 5 |
| b. Your advocates                                | 1 | 2 | 3 | 4 | 5 |
| c. Your positional leaders - key decision-makers | 1 | 2 | 3 | 4 | 5 |
| d. Your board                                    | 1 | 2 | 3 | 4 | 5 |
| e. Your organizational partners/allies           | 1 | 2 | 3 | 4 | 5 |
| f. Your community supporters/donors              | 1 | 2 | 3 | 4 | 5 |

**2. Capacity: How skillful are each in understanding and addressing racism and promoting racial equity?**

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| a. Your full staff                               | 1 | 2 | 3 | 4 | 5 |
| b. Your positional leaders - key decision-makers | 1 | 2 | 3 | 4 | 5 |
| c. Your advocates                                | 1 | 2 | 3 | 4 | 5 |
| d. Your board                                    | 1 | 2 | 3 | 4 | 5 |
| e. Your organizational partners/allies           | 1 | 2 | 3 | 4 | 5 |
| f. Your community supporters/donors              | 1 | 2 | 3 | 4 | 5 |

**3. Structure: How explicitly and effectively are racial justice commitments reflected in your organization's:**

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| a. Values, vision & mission                | 1 | 2 | 3 | 4 | 5 |
| b. Strategic planning and priority setting | 1 | 2 | 3 | 4 | 5 |
| c. Budget allocations                      | 1 | 2 | 3 | 4 | 5 |
| d. Decision-making                         |   |   |   |   |   |
| e. Staff hiring and promotion practices    | 1 | 2 | 3 | 4 | 5 |
| f. Client outreach & intake                | 1 | 2 | 3 | 4 | 5 |
| g. Case/campaign selection guidelines      | 1 | 2 | 3 | 4 | 5 |
| h. Community lawyering practices           | 1 | 2 | 3 | 4 | 5 |
| i. Policy proposals and advocacy           | 1 | 2 | 3 | 4 | 5 |
| j. Litigation                              | 1 | 2 | 3 | 4 | 5 |

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k. Other program work	1	2	3	4	5
l. Alliances with other groups/partners	1	2	3	4	5
m. Media/social media and publicity activities	1	2	3	4	5
n. Internal training and professional development	1	2	3	4	5
o. Accountability structures	1	2	3	4	5

4. Culture:		Strongly disagree		Agree	Strongly Agree
a. People of color at all levels of our organization feel fully included, respected, represented and valued.	1	2	3	4	5
b. Discussing how racism, privilege, power & oppression may be operating within our organization is encouraged and supported.	1	2	3	4	5
c. People directly impacted by decisions are included in the decision-making process.	1	2	3	4	5
d. Policies are applied consistently, equitably and transparently.	1	2	3	4	5
e. Sufficient actions and interventions are undertaken, as needed and on an ongoing basis, in order to interrupt patterns of white domination and power in the day-to-day operations, programs, policies and practices when these practices have the impact of benefiting white staff and disadvantaging or excluding staff of color.	1	2	3	4	5

5. What are the biggest challenges you face in addressing race/racism issues?

6. What are you doing well towards addressing race issues/racial inequity?

7. What are some things your organization needs to do to be more effective in achieving racial equity and justice?

