

## Advancing Race Equity Framework (*Pre and Post Assessment and Ongoing Monitoring*)

The Assessment is designed to guide organizations and Leadership Teams through taking a closer look at their practices which advance race equity from an inside-out approach. The focus areas of this assessment include: (1) organizational area, (2) organizational culture, (3) learning environment, (4) board of directors, (5) communities, and (6) data.

### Advancing Race Equity

		<b>Awake Markers</b>	<b>Woke Markers</b>	<b>Work Markers</b>
		<p><i><b>Diversity</b></i> Organizations are focused on representation by increasing the number of racially diverse staff</p>	<p><i><b>Inclusion</b></i> Organizations are evolving their culture to value all people's contributions</p>	<p><i><b>Equity</b></i> Organizations are accountable to addressing systemic racism and root causes of inequity internally and externally</p>
<b>Organizational Area</b>	<ul style="list-style-type: none"> <li>Executive Management</li> <li>Upper Management</li> <li>High-Level of Decision Making</li> <li>High-Level of Accountability</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Believes diverse representation is important but may feel uncomfortable discussing issues tied to race</b></li> <li>• <b>Identifies race equity champions at the board and senior leadership levels</b></li> </ul>	<ul style="list-style-type: none"> <li>• Identifies race equity champions</li> <li>• Prioritizes an environment where different lived experiences and backgrounds are valued and seen as assets to teams and to the organization</li> <li>• Leadership holds a critical mass of people of color</li> </ul>	<ul style="list-style-type: none"> <li>• Dismantles shame</li> <li>• Models a responsibility to speak about race dominate culture and systemic racism both inside and outside the organization</li> <li>• Identifies organizational power differentials and changes them by exploring alternative leadership models, such as shared leadership</li> <li>• Shows a willingness to review personal and organizational oppression, and has</li> </ul>

				the tools to analyze their contribution to structural racism
	<p>Managers</p> <p>Mid-Management</p> <p>Reports to Director/CEO</p> <p>High-Level of Decision Making Responsible for Direct Oversight</p>	<ul style="list-style-type: none"> <li>• Pushes past their own low comfort level to discuss race-related issues with staff</li> <li>• Possesses an emergent understanding of the race disparities that exist among the populations they serve</li> </ul>	<ul style="list-style-type: none"> <li>• Recognizes and speaks about race disparities and/or bias internally and externally</li> <li>• Values diverse teams, providing training and coaching/mentoring support</li> <li>• Takes responsibility for a long-term change management strategy to create a race equity culture, which includes having a critical mass people of color in leadership roles</li> <li>• Holds team members accountable by asking them to identify racial disparities in their programs</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity goals are outlined in hiring plans and focus on increasing the number of racially diverse staff members</li> </ul>
<b>Organizational Culture</b>	<p>Human Resources</p> <p>Systems</p> <p>Goals</p> <p>Internal Processes</p> <p>Customers</p> <p>Employees</p>	<ul style="list-style-type: none"> <li>• Aware that a white dominant workplace culture exists, but expect people to adhere to dominant organizational norms to succeed</li> <li>• Learning to address challenges that occur in diverse environments as</li> </ul>	<ul style="list-style-type: none"> <li>• Shows willingness to review personal and organizational power differential and changes them by exploring alternative leadership models such as shared leadership</li> <li>• Tracks retention and promotion rates by race (within teams) to identify</li> </ul>	<ul style="list-style-type: none"> <li>• Staff, stakeholders, and leaders are skilled at talking about race, racism, and their implications</li> </ul>

	<p>Policy and Procedures</p> <p>Communication</p>	<p>a result of unconscious biases and micro-aggressions that create conflict and resentment among staff</p> <ul style="list-style-type: none"> <li>• Establishes a shared vocabulary</li> <li>• Places responsibility for creating and enforcing DEI policies within the Human Resources department</li> </ul>	<p>where professional growth and development may be needed</p>	
<p><b>Learning Environment</b></p>	<p>Physical Locations</p> <p>Aesthetics</p> <p>Learning Tools and Resources</p> <p>Instructors</p>	<ul style="list-style-type: none"> <li>• Provides Learning and Development specific to understanding Race Equity</li> </ul>	<ul style="list-style-type: none"> <li>• Race Equity learning is central to all employee onboarding</li> <li>• Race Equity is listed in values and norms of the organization</li> </ul>	<ul style="list-style-type: none"> <li>• Shares race equity learning and development with community partners to include data and outcomes</li> </ul>
<p><b>Board of Directors</b></p>	<p>Governing Body</p> <p>Voting Rights</p> <p>Decision-Making Authority</p>	<ul style="list-style-type: none"> <li>• <b>Identifies race equity champions at the board and senior leadership levels</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Names race equity work as a strategic imperative</b></li> <li>• Shows a willingness to review personal and organizational oppression, and has the tools to analyze their contribution to structural racism</li> </ul>	<ul style="list-style-type: none"> <li>• Holds the Executive Director/CEO accountable for all measures related to performance on race equity, ensuring that financial resources are allocated to support the work</li> </ul>

			<ul style="list-style-type: none"> <li>• Commits fully to building a Race Equity culture and holds the organization accountable for race equity policies and practices</li> <li>• Adapts their mission to engage and empower communities to work with the organization to achieve shared advancements and benefits</li> </ul>	
<b>Communities</b>	<p>A group of people living in the same place</p> <p>Partner Organizations</p> <p>Businesses</p> <p>Religious Institutions</p> <p>Schools</p> <p>Government Institutions</p>	<ul style="list-style-type: none"> <li>• Values the community and population served, and believes they are worthy of partnership and investment</li> <li>• Develops personal relationships with community members</li> </ul>	<ul style="list-style-type: none"> <li>• Knows the community and population the organization serves has been disenfranchised by systemic issues that were most likely not created by the people served by the organization</li> <li>• Believes it is the role of the organization to help fix those inequities and injustices</li> <li>• Regularly seeks community input on programs and services they provide or intend to provide</li> </ul>	<ul style="list-style-type: none"> <li>• High-Level of wealth and economic stability for communities of color</li> <li>• Programs are culturally responsive and explicit about race, racism, and race equity</li> <li>• Communities are treated as stakeholders, leaders, and assets to the work</li> <li>• Uses a vetting process to identify vendors and partners that share their commitment to race equity</li> <li>• Expects staff to work with the community to co-create solutions to problems as a key to meet the organization’s mission</li> </ul>

				<ul style="list-style-type: none"> <li>• Understands that only through continuous interaction with, and in, the community they serve, will race equity be achieved at a systemic level</li> <li>• Is seen and valued as an ally by the community they work with</li> </ul>
<b>Data</b>	<p>Program Outcome Data</p> <p>Human Resource Data</p> <p>Predictive Analytics Data</p> <p>Disparity Outcome Data</p> <p>Program Usage Data</p> <p>Financial Data</p>	<ul style="list-style-type: none"> <li>• <b>Disaggregate data</b></li> <li>• Gathers data about race disparities in the populations they serve</li> </ul>	<ul style="list-style-type: none"> <li>• Disaggregates internal data</li> <li>• Staff data is available to identify areas where racial disparities exist, such as compensation and promotion</li> <li>• Analyzes staff data to find root causes of racial disparities</li> </ul>	<ul style="list-style-type: none"> <li>• Evaluation efforts incorporate the disaggregation of data illustrated through longitudinal outcomes data</li> <li>• Efforts impact racial disparities in the communities they serve</li> <li>• Expenditures reflect organizational values and a commitment to race equity</li> <li>• Continuous improvement in race equity work is prioritized</li> <li>• Salary disparities do not exist across race, gender, sexuality, and other identities through analysis of mandated all-staff compensation audits</li> </ul>

Want to learn more? [Contact our OE team.](#)