

# NATIONAL JUVENILE JUSTICE NETWORK

## Anti-Racist Organizational Assessments

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### Tools from Western States Center

Western States Center developed a Dismantling Racism project that includes an organizational assessment and a number of helpful materials. We have summarized and provided links to a number of them below.

#### [Anti-Racist Organizational Assessment - Background and How To](#)

This section of Western States' Dismantling Racism Resource Book provides tools to help organizations begin the discussion of their anti-racist organizational transformation. It defines four stages of organizational development, provides an [Organizational Assessment Rubric](#), and contains questions and worksheets for assessing your organization.

#### [Moving A Racial Justice Agenda- Are You Ready?](#)

This tool provides a series of questions to help you analyze and reflect on in order to assess your organization's readiness and capacity to move an anti-racist agenda. The questions are tailored to the type of organization that you have (organizations of color, white organizations, and multi-racial organizations).

#### [Brief Organizational Assessment Tool](#)

This brief racial justice assessment tool is in the form of a checklist to help your organization pinpoint your progress toward racial justice work and problem areas.

### [Concentric Circles: Unpacking Privilege and Power](#)

*Maggie Potapchuk, MP Associates*

Detailed racial justice questionnaire including an individual assessment, organizational assessment, accountability with constituents, and reflection.

### [Awake to Woke to Work: Building a Race Equity Culture](#)

*Equity in the Center*

Describes a cycle of change as organizations transform from a white dominant culture to a Race Equity Culture and describes the levers needed to move organizations through this Race Equity Cycle. While it doesn't provide an organizational assessment tool, the charts and examples describing the different levers and stages are useful to spur conversation and can be used as benchmarks.

### [Advancing the Mission: Tools for Equity, Diversion, and Inclusion](#)

*Annie E. Casey Foundation*

Describes some of the concrete steps taken by the Annie E. Casey Foundation to approach matters of race and ethnicity within their own organization and provides tools that can be adapted for your own organization, including an institutional assessment quiz to benchmark your organization.