

# Racial Justice Assessment Tool



**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 |
|--|-----------|--------------|-------------|
| <b>Program</b>   |           |              |             |
| 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 you have metrics, benchmarks, and indicators for measuring the organization's success?   |           |              |             |
| <b>Power</b>   |           |              |             |
| 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? |           |              |             |
| 2) Does the organization have people of color as board members and director-level staff?   |           |              |             |
| 3) Are benchmarks around racial justice incorporated into the annual evaluation for the Executive Director? All employees?   |           |              |             |
| 4) Does the organization ensure a pipeline that seeks the leadership of POC leaders and organizations become decision-makers within your organization?                             |           |              |             |
| 5) Does the organization raise adequate resources for its Racial Justice work?   |           |              |             |
| <b>Policies</b>  |           |              |             |
| 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 use affirmative action in hiring processes?  |  |  |  |
| 4) Does the organization have benchmarks around leadership development and retention of people of color?  |  |  |  |
| 5) Do you periodically assess the disproportionate impact of organizational policies on staff and/or constituents of color?   |  |  |  |
| <b>People</b>   |  |  |  |
| 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 people of color 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?  |  |  |  |
| <b>Culture</b>  |  |  |  |
| 1) Are the full identities of people of color (sexual orientation, gender identity and expression, immigration status, ability status, age, languages spoken, etc.) recognized, respected, and taken into consideration in the development of organizational culture? |  |  |  |
| 2) Are the staff and board trained in interrupting racism at organizational events and within the organization?   |  |  |  |
| 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 day?   |  |  |  |
| 4) Is white culture treated as the norm? Are people of color expected to assimilate into the existing organizational culture?   |  |  |  |
| 5) Do you consistently communicate to your members, leaders, donors, and allies the Racial Justice values and work that you do?   |  |  |  |