

The Racial Equity Assessment

Organization Name: _____ **Project Name:** _____

Alabama Balance of State Continuum of Care (AL BoS CoC) values race equity and how our Board, Stakeholders, and liaisons approach homelessness and the services we provide to a multitude of participants. The Racial Equity Assessment is designed to help cultivate race equity throughout our CoC with our partnering agencies.

Part 1 of the assessment will reflect your organization's readiness for race equity practices and policies. **Part 2** of the assessment will focus on how race equity is being considered across multiple areas of your organization.

Directions: Please answer the questions below using the scale provided.

1 = We have not started work in this area

2 = Plans are developed to use race equity in planning and implementation

3 = Our organization have sections in place, and we currently have evidence of its use

4 = This is part of our organization routine method, and we model this throughout our project

Organizational Characteristics: Please Circle the number.

- a. Institutional commitment to addressing/eliminating racial and ethnic inequities.

1 2 3 4

- b. Hiring to address racial and ethnic inequities, prioritizing the hiring of employees who represent communities of color, immigrants, and/or refugees.

1 2 3 4

- c. Supporting staff to address racial and ethnic inequities.

1 2 3 4

- d. Inclusive and culturally responsive internal communications.

1 2 3 4

- e. Targeted use of categorized funds that support programs/policies vital to or disproportionately needed by disadvantaged racial/ethnic communities.

1 2 3 4

- f. Data and planning practices are developed, as appropriate, with input from community stakeholders of color to incorporate their experiences into how data are collected, analyzed, and employed.

1 2 3 4

Organizational Commitment, Leadership & Governance

Directions: Please circle the answer to the questions below.

1. Has your organization made a public commitment to racial equity?

Yes No I don't know

2. Does your organization have a mission statement that incorporates racial equity?

Yes No I don't know

3. Does your organization have an internal structure whose goal is to address issues of racial equity, for example, an equity committee?

Yes No I don't know

4. Does your organization's leadership team reflect the racial, ethnic, and linguistic diversity of clients you serve?

Yes No I don't know

5. Does your Board reflect the racial, ethnic, and linguistic diversity of clients you serve?

Yes No I don't know

Racial Equity Policies & Implementation Practices

6. Does your organization have a racial equity policy?

Yes No I don't know

7. Does your organization have a written racial equity plan with clear actions, timelines, a committee, people responsible for each action, indicators of progress, and/or processes for monitoring and evaluation?

Yes No I don't know

Organizational Climate, Culture & Communications

8. Does your organization visibly post materials in languages other than English?

Yes No I don't know

Service-Based Equity

9. Do you collect racial, ethnic, and linguistic data on your clients or constituents?

Yes No I don't know

10. Do you provide language interpreter/translator services for people who speak languages other than English?

Yes No I don't know

Service-User Voice & Influence

11. Do you collect data on service-user or constituent satisfaction with your organization regarding racial equity?

Yes No I don't know

Workforce Composition & Quality

12. Do you regularly evaluate the racial, ethnic, and linguistic makeup of your workforce?

Yes No I don't know

13. Does your organization have written procedures to increase the recruitment, retention, and promotion of people of color?

Yes No I don't know

14. Does your organization have an internal structure or position dedicated to promoting workforce diversity

Yes No I don't know

15. Are racial equity and cultural competency training and capacity building made available to your workforce?

Yes No I don't know

16. Does your organization's staff reflect the racial, ethnic, and linguistic diversity of clients you serve?

Yes No I don't know

Community Collaboration

17. Does your organization have formal partnerships with organizations of color?

Yes No I don't know

18. Does your organization allocate resources for engagement and outreach in communities of color?

Yes No I don't know

Data, Metrics, & Continuous Quality Improvement

19. Does your organization have a written policy or formal practice regarding the collection of race and ethnicity data?

Yes No I don't know

20. Does your organization meet regularly with leaders from communities of color specifically to discuss racial equity within your organization?

Yes No I don't know

21. What is your role or title at your agency?

Director ____ Senior Leadership ____ Program Manager ____

Supportive Service Staff ____ (e.g., Case Manager, Property Manager, Social Worker, Counselor)

Other (please specify) _____