



Part One: Get Ready > 1. Ground the case for change in your mission and values.

COLOR-BLIND TO EQUITY-FOCUSED: AN INITIAL ORGANIZATIONAL ASSESSMENT¹⁷

This is an assessment you can make in just a few minutes to get an initial sense of where your United Way is on a spectrum from being color-blind to being equity-focused. You can also use this assessment with your team to build a clearer collective snapshot of where your organization is on its learning journey. Once you have an interpretation of your results, you can select tools in this toolkit to support your next steps.

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Section A

My organization

- Understands and communicates that reducing racial inequities is mission-critical.
- Collects, breaks out, and analyzes data by race/ethnicity in programs and operations.
- Proposes strategies that have been processed through a racial impact analysis.
- Values diversity and inquires about the cultural competence of staff to work with diverse groups.
- Has mechanisms for management accountability around racial equity, diversity and inclusion.
- Has mechanisms for staff accountability around racial equity, diversity and inclusion.
- Supports the efforts of internal groups to work on issues of equity, diversity and inclusion.

In Section A, I checked _____ boxes

Section B

My organization

- Has some recognition that expanding opportunity and closing racial gaps are important to its work.
- Collects and breaks out data by race/ethnicity in programming but is not sure what to do with it.
- Has gone through trainings about race but is unclear about what to do next.
- Needs a better understanding of the distinctions between equity and diversity/inclusion.
- Has no mechanisms for management accountability around equity, diversity and inclusion.
- Has no mechanisms for staff accountability around equity, diversity and inclusion.
- Has an internal group working on issues of equity, diversity and inclusion.

In Section B, I checked _____ boxes

Section C

My organization

- Does not collect, break out, or analyze data by race/ethnicity in programming.
- Proposes strategies that are presumed to work for all children.
- Looks for staff, consultants, and vendors with racial/ethnic backgrounds similar to the community.
- Sees diversity as an important organizational consideration.
- Has accountability mechanisms around diversity and inclusion, but not around equity.
- Offers cultural competence training and opportunities for cross-cultural conversations and learning.
- Supports the efforts of internal groups to work on issues of diversity and inclusion.

In Section C, I checked _____ boxes

Section D

My organization

- Does not collect, break out, or analyze data by race/ethnicity in programs or operations.
- Proposes strategies that are presumed to work for everyone.
- Presumes that all staff can work with all groups.
- Does not see diversity as an important organizational consideration.
- Believes that lifting up issues of race/ethnicity will only create conflict.
- Has no accountability mechanisms around equity, diversity and inclusion.
- Discourages the formation of internal groups to focus on race/ethnicity.

In Section D, I checked _____ boxes

¹⁷Source: This assessment was developed by the Race Matters Institute/Just Partners, building on the Annie E. Casey Foundation's "Advancing the Mission Toolkit." Race Matters Institute, accessed May 6, 2019, <http://racemattersinstitute.org/>. Reprinted with permission.



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Interpreting your results

Underneath the section where you have the most checks, see how your organization may be characterized.

If the most checks are in **Section D**, your organization may be characterized as **“Color-blind.”**

An intentional focus on race is likely to improve your organizational results.

If the most checks are in **Section C**, your organization may be characterized as **“Diversity-only.”**

Congratulations on your work on diversity. Move next to a focus on equity.

If the most checks are in **Section B**, your organization may be characterized as **“Race-tentative.”**

You’ve made a start, so accelerate your work.

If the most checks are in **Section A**, your organization may be characterized as **“Equity-focused.”**

We also hope you’ll share your lessons and best practices with others. Be sure to put policies in place that can sustain the work.

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