

RACIAL JUSTICE ORGANIZATIONAL ASSESSMENT GUIDE

Assessment Author ¹	Name of Assessment Date Assessment Created	Link to Assessment	Notes
Western States Center	Racial Justice Assessment Tool 2015	Racial Justice Assessment Tool	Simple, 25 questions, 3-point rating system for the topics of: <i>Program, Power, Policies, People, Culture</i> . Link brings you to the tool, which does not include any guidance on the process for completing it.
Race Forward	Ready for Equity in Workforce Development 2018	Racial Equity Readiness Assessment	Assessment uses five guiding principles (<i>Stakeholder Engagement, Race-Explicit Strategy, Outcome Oriented, Systemic Analysis, Culture of Practice</i>) to measure five key areas (<i>Mission, Values, & Culture; Tracking Racial Disparities; Curriculum; Leadership & Staff Morale; External Relationships & Advocacy</i>). Link brings you to a document that provides an overview of the tool, how to use it, and suggestions for next steps. In all Race Forward tools, “racial justice” is defined as the systemic fair treatment of people of all races that results in equitable opportunities and outcomes for everyone.”
Coalition of Communities of Color	Tool for Organizational Self Assessment Related to Racial Equity 2014	Tools for Organizational Self Assessment	Thorough assessment that includes both rated and narrative questions. Questions are often specific to racial equity, and also include inclusion related to ability, family/child status, etc. Emphasis on data collection as a tool to document progress. Categories of evaluation include: <i>Organizational Commitment, Leadership, & Governance; Racial Equity Policies & Implementation Practices; Organizational Climate, Culture & Communications; Service Based Equity; Service-User</i>

¹ All assessments listed have been created by organizations explicitly led by Black, Indigenous, and People of Color unless otherwise noted

			<p><i>Voice & Influence; Workforce Composition & Quality; Community Collaboration; Resource Allocation & Contracting Practices; Data, Metrics, & Continuous Quality Improvement.</i> Link brings you to a page that requires you input your contact information before receiving the download. Some guidance on next steps are included.</p>
<p>MP Associates (consulting firm led by a white woman)</p>	<p>Transforming Organizational Culture Assessment Tool 2016</p>	<p>Transforming Organizational Culture Assessment Tool</p>	<p>Assessment is focused on elements of an organization’s culture, with specific emphasis on the impact that white dominant culture can have when it is not proactively addressed and transformed. Includes an assessment of how individuals feel the organization communicates its equity priorities to external stakeholders. “White culture” aligns with the White Supremacy Culture Characteristics identified by Okun and Jones. Categories of evaluation include the organization’s <i>standards for values and behavior; hiring and promotion process; decision-making; distribution of information and resources; process to measure progress; and equity practices.</i></p>