

BEACON For Equity Coalition Assessment Section 3 Design Structures and Process to Promote Equity

Please answer these questions from your perspective as an organizational member of the collaboration. The questions all refer to the work you are doing internally within your organization--and how that might relate to your collaboration's overall goals.

Question #	Question	Not yet started	Starting: "We're early and still figuring things out."	Gaining skill: "We're getting the hang of this!"	Sustaining: "This is who we are and how we do our work."	Not applicable (NA) or I don't know (IDK)
3.1	We are educating ourselves as a collaboration about how to address racism, economic inequality and other forms of injustice.	We do not have any plans in place to deepen our literacy around equity and racial justice.	We realize we need to deepen our understanding of racism, economic inequality and other forms of inequity. We largely rely on people of color to teach us about these issues.	We are beginning to make and carry out plans for training, education, and resources to address racism and other inequities. We do these trainings every once in a while. We do not rely on our people of color to teach those topics.	We routinely train and educate new and continuing members on racism, anti-racism, and other inequities. We do not primarily rely on people of color in our collaboration to teach this.	
		1	2 3 4	5 6 7	8 9 10	NA or IDK
3.2	We have a shared equity plan in place as a collaboration.	Our collaboration does not have an equity plan.	We are starting to develop a written equity action plan. It has specific organizational policies and practices for us to consider in some areas. The plan has not yet been fully implemented.	We have a written equity action plan with specific organizational policies and practices. It has been fully implemented in some parts of our work.	We have a written equity action plan. This plan has specific organizational policies and practices for the collective. This plan has been fully implemented.	
		1	2 3 4	5 6 7	8 9 10	NA or IDK
3.3	We have a culture of learning and improvement.	We do not yet have a culture of trust, learning and accountability. We are afraid to fail, and so, we often don't try things.	We are beginning to develop a culture of trust, learning and accountability. We are beginning to get comfortable with the knowledge that we will sometimes fail, but that each time we reflect, it is an opportunity to learn and grow and do better next time.	We embrace and invest in building a culture of trust, learning and mutual accountability. We understand we have a long way to go to address structural racism and that we will not always get it right. We share where we are with each other and help each other to do better.	We embrace and invest in building a culture of trust, learning and accountability. We share where we are and help each other to do better. We create processes where those with deep experience of doing equity work and those with lived experience can help us see our blind spots so we can do better.	
		1	2 3 4	5 6 7	8 9 10	NA or IDK
3.4	We share responsibility for implementing our collaboration's equity strategies and plan.	We have not determined who will be responsible for implementing our equity action plan.	A few people and partners in our collaboration feel responsible for implementing our equity action plan.	About half of the people and/or partners in our collaboration feel responsible for implementing our shared equity action plan.	Nearly everyone in our collaboration feels responsible and accountable for the implementation of our shared equity action plan.	
		1	2 3 4	5 6 7	8 9 10	NA or IDK

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3.5	We report progress on our shared equity plan as a collaboration.	We have not started to develop methods on how to report progress on our shared equity plan.	We are beginning to assess progress on our shared equity or racial justice plan. We have reported once on where we are at the beginning (our baseline). We have no plans about when we will reassess how we are doing.	We look at reports of our progress on our shared equity plan at least annually as a collaboration. We set new goals and strategies based on these results.	We regularly assess our progress on our shared equity plan throughout the year. We revise our goals and progress as needed.	
		1	2 3 4	5 6 7	8 9 10	NA or IDK
3.6	Our partners report progress on their contribution to our shared equity plan.	Our partners have not started to report progress on their contribution to our shared equity plan.	Partners are beginning to assess progress on their contribution to our shared equity plan. They have reported once on where we are at the beginning (our baseline). We have no plans about when we will reassess how we are doing.	Partners in our collaboration report progress on their progress in advancing equity aligned with our shared equity plan at least annually. We set new goals and strategies based on these results.	Partners regularly assess their progress on both their plan and how they contribute to our shared equity plan throughout the year. We revise our goals and progress as needed.	
		1	2 3 4	5 6 7	8 9 10	NA or IDK
3.7	Each partner in our collaboration has an equity plan of their own. This plan aligns with and strengthens our overall plan.	We have not started to discuss how our partner organizations' equity goals and activities contribute to our shared goals.	One or two collaboration partners have a clear equity plan. This plan has goals and activities that align with and contribute to our shared plan. In some cases, they go even further.	About half the partners in our collaboration have their own equity plan. They have clear equity goals and activities. These align with and contribute to our shared goals and plan. These plans allow each partner to make deep contributions related to their special strengths and assets.	Nearly all our partner organizations have a clear equity plan. These plan have clear goals and activities. These align with and strengthen our shared goals and plan. Each partner can make deep contributions related to their special strengths and assets.	
		1	2 3 4	5 6 7	8 9 10	NA or IDK

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3.8	Our partners share progress on their own equity plans.	Our partners have not started to report progress on their own equity plans.	Partners are beginning to assess progress on their own equity plans. They have shared where they are once or twice. They have no plans about when they will share again.			Partners in our collaboration report progress on their progress in advancing equity aligned with our shared equity plan at least annually. We set new goals and strategies based on these results.			Partners regularly assess their progress on both their plan and how they contribute to our shared equity plan throughout the year. We revise our goals and progress as needed.			
		1	2	3	4	5	6	7	8	9	10	NA or IDK