

# BEACON For Equity Coalition Assessment Section 4 Address Root Causes of Inequity

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.

New 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 or I don't know	Your score 1 year ago	Your score today
4.1	We have a shared understanding of how root causes of inequity work. We understand that root causes of inequality sets up an unfair playing field at a disadvantage. This results in these groups and places being more likely to have worse health, life and community outcomes. Root causes are things like racism, caste, gender bias, fear of immigrants, etc.	We do not all agree that some groups of people and some places are set up to have bad outcomes. We're not sure how these reasons make life tougher for some groups and places, making it harder for them to live well or stay healthy. Having open and honest talks to address reasons is tough for us.	A few members of our group are starting to understand how some groups and some places may be set up at a disadvantage. They are beginning to share what they've learned with others. Some people still have doubts.	Many members of our group (31-75%) are starting to understand how root causes of inequality lead to an unfair playing field for people and places. We're working on fixing these issues both structurally and culturally.	Most in our group (more than 75%) understand how root causes of inequality lead to disadvantage for some groups and some places. We help new members understand this too as they come on board. This makes it easier for all of us to be on the same page about how to create fair systems that work for everyone.			
		1	2 3 4	5 6 7	8 9 10	N/A or IDK		
4.2	We are able to have open and honest conversations about systemic oppression and root causes of inequities. This includes, for example, things like racism or classism or caste or white supremacy.  This means we can name and talk about key concepts even if our words for them are different.	We are not comfortable naming and talking about systemic oppression. We don't have shared language around these issues so we tend to avoid them.	Some of our members (1-30%) have begun to name and talk about systemic oppression in one or two areas. This can be in our own work or in the work of the collaboration. We bring in partners or educators as needed to help us with this.	Many (31-75%) of our members actively discuss how systemic oppression lead some people and places to be set up for bad outcomes. There is a shared language that makes it easier to talk about these issues without getting defensive or letting guilt overwhelm us. We listen to what people most impacted by inequities say about how these root causes impact their lives through policies, practices, beliefs and systems that don't work or are harmful. We are beginning to apply this understanding to several initiatives.	Most of us (>75%) can have open, direct, and nuanced conversations about systemic oppression as a collaboration. We routinely talk about how legacies related to racism, classism, sexism, homophobia and other forms of marginalization shape our realities. We understand how root causes combine to put some groups of people and some places at high risk of poor outcomes. We bring this approach to all of our work.			
		1	2 3 4	5 6 7	8 9 10	N/A or IDK		
4.3	We use stories to understand how community conditions (like the availability of good jobs or affordable housing) result from root causes of inequity (like racism, economic inequality, etc) and set up people for poor life and health outcomes (homelessness, joblessness, poor health, etc.). These stories help us change the way we think. We are moving away from the idea that individuals are responsible for the bad outcomes of health. We are showing that the way systems are created has the greatest impact on health. We work to change these systems rather than blaming people affected by them.	We don't talk about how bad health and life outcomes are connected to community conditions and historical and structural inequities.	We occasionally share stories of how community conditions affect health. These stories show that these conditions are linked to the way systems have been set up over history. We are beginning to understand that many of these issues are not caused by individuals. These stories are beginning to change the way our community thinks about groups affected by inequities.	We often share stories of how community conditions affect people's health and life. These stories show barriers have been set up over history. These stories show that they are linked to the way systems have been set up over history. These issues are not seen as being caused by individuals. These stories are helping to change the way our community thinks about unfairness. These stories are helping to shift the mindsets of our community that inequities are largely driven by structural inequities and root causes and that we can change them.	We regularly tell stories of how community conditions impact health and life. These stories show that they are linked to the way systems have been set up over history. We use these stories to understand the system. We work to change the outcomes of these stories for future generations.			
		1	2 3 4	5 6 7	8 9 10	N/A or IDK		
4.4	We have found ways to understand the structures and policies that shape inequities in our organization or community.	We have not developed a structural analysis of the system.	We are beginning to understand how the system is set up to place some groups at a disadvantage. We have tools to begin to diagnose and understand what is creating disadvantage.	We are beginning to add structural data and the perspectives and stories of people all along the system to map the system. We are using this kind of mapping process in several initiatives.	We routinely map the system using stories and data. We apply tools like system dynamic modelling and simulations to understand how the system is operating and how to shift it.			
		1	2 3 4	5 6 7	8 9 10	N/A or IDK		

**BEACON For Equity Coalition Assessment Section 4    Address Root Causes of Inequity**

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.

New 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 or I don't know	Your score 1 year ago	Your score today
4.5	We balance meeting urgent needs with advancing long-term strategies that would eliminate inequities over time.	We are not yet acting to advance equity.	All our equity efforts focus on meeting urgent needs through rescue services or through events and programs. For example, we connect people to food or shelter. In the community, we might host a health fair or back-to-school giveaway or food pantry. We don't have any initiatives to address why people need these services in the first place.	Some of our equity efforts focus on meeting urgent needs through rescue services or through events and programs. We are beginning to develop a more balanced set of strategies that address why people need these services and supports in the first place.	Very few of our equity efforts focus <b>only</b> on meeting urgent needs. We have a more balanced strategy that deals with why people don't have things like food and housing in the first place. We address root causes and historic inequities as a part of this balanced strategy.			
		1	2    3    4	5    6    7	8    9    10	N/A or IDK		
4.6	We are working to remove structural barriers to equity.	We are not yet discussing ways to remove structural barriers to equity.	We have identified 1 or 2 ways to remove structural barriers to equity.	We have identified several ways to remove structural barriers to equity. We are beginning to act on one or more of these. We are doing this to create a fair and even playing field for everyone.	Our collaboration has identified many ways to remove structural barriers to equity. We are acting on many of these. We are doing this to create a fair and even playing field for everyone.			
		1	2    3    4	5    6    7	8    9    10	N/A or IDK		
4.7	We address racism in our work to advance equity more broadly.	We are not analyzing or taking action to break down systemic racism in our organization or community.	A few members of our collaboration are beginning to look at how racism impacts people of color. We also look at racism on community conditions, structures and systems. We are applying this lens in <b>one or two</b> initiatives. We have not yet begun to take action.	We are beginning to talk about how to reverse the impact of hundreds of years of racism. We are apply this in practical ways in <b>a few initiatives</b> .  We systematically look at how past and present structures, policies and practices might lead to structural disadvantage for communities of color. We then work together to change these structures and systems to advance racial justice.	We routinely talk about how to break down racist structures and policies. We work to shift these structures or build new structures and systems to advance racial justice <b>across initiatives</b> .			
		1	2    3    4	5    6    7	8    9    10	N/A or IDK		
4.8	We address economic inequality in our work to advance equity more broadly. We look at economic inequality in a way that is intersectional with race.	We are not yet talking about how to address economic inequality in our work.	We are just beginning to talk about how to address economic inequality in our work. A few members of our group are looking at the impact of economic inequality in <b>one or two initiatives</b> .	We actively talk about how to address economic inequality in our work. We are beginning to apply this in practical ways in <b>a few initiatives</b> .	We regularly address economic inequality as a lens in our work. We actively work to change policies and practices that are contributing to this. We build new systems to promote economic justice across our work.			
		1	2    3    4	5    6    7	8    9    10	N/A or IDK		
4.9	We advance equity in a way that is cross-cutting across groups who experience inequities and societal oppression: Examples include: * those experiencing racial inequities * those experiencing economic inequities * immigrants, including those who don't have their papers * veterans experiencing transitions in life * women or men raising families alone * older women experiencing economic insecurity * those with a gender or sexual identities * those who live in an unsafe neighborhood * those who live in rural areas * those who might experience harm from family, community, or political violence ...and many others.	We are not looking at inequities in a cross-cutting way across groups.	We are addressing inequities related to one group. We are not yet looking at the intersections between these groups to identify who might be at highest risk of not thriving.	We are addressing inequities in two to three groups. We are beginning to look at them in an intersectional way to see how these sources of inequity interact to create health and life outcomes.	We address many causes of inequities and ground ourselves in racial and economic justice. We have practices in place to look at how these inequities work together to create poor outcomes. This includes many different groups and allows us to have customized strategies and supports for these different groups to thrive.			
		1	2    3    4	5    6    7	8    9    10	N/A or IDK		