

BEACON For Equity Coalition Assessment Section 5 Members Walk Our Talk

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
5.1	As an individual member of the collaboration, I am familiar with how race intersects with other inequities. I may be learning from a wide variety of sources--from self-study, group workshops, trainings, readings, podcasts, documentaries, or conversations.	Our team is not familiar with the history of racism in the U.S. beyond what we've picked up from the media (including social media) or day to day experience of living here.	We am beginning to get familiar with the history of racism in the U.S. we don't yet have a good understanding of how racism works with other inequities.	We am moderately familiar with the history of racism in the U.S. We am beginning to understand how racism compounds other root causes like classism and gender inequity. We feel comfortable applying this learning to our work.	We am very familiar with the history of racism in the U.S, and often teach these concepts to others. We have a good understanding of how racism makes other root causes worse and vice versa.			
		I	2 3 4	5 6 7	8 9 10	N/A or IDK		
5.2	Our organization is honest about our own contribution to historical and present-day inequities.	We are not ready to talk about how our own policies or practices (past and present) may have had negative impacts or broken trust with some members of our community.	A few of our members understand how their past unjust policies or practices have had negative impacts. They have acknowledged it internally but have not taken responsibility with the community.	Some of our member organizations recognize how their past policies may have harmed some groups of people in our community. They are beginning of to acknowledge this harm with groups who may have been affected.	Most (>75%) of our member organizations recognize how their past policies may have harmed some groups in our community. They have acknowledged it, taken responsibility for it, and worked hard to build trust. They are working to dismantle or transform these policies and practices to ones which create a fair chance for everyone.			
		I	2 3 4	5 6 7	8 9 10	N/A or IDK		
5.3	As a partner in our community collaboration, we are addressing our own internal organizational culture to advance equity.	We have not yet begun to look at how our culture reinforces racism and other inequities.	We are beginning to look at how our culture reinforces exclusion of certain groups and false stereotypes.	We are implementing a few initiatives that help to shift mindsets within our organization about how health and life inequities arise from root causes and upstream community conditions.	We have a culture and practices that makes inclusion a priority. This enriches the diversity of our thinking, experience, and strategy.			
		I	2 3 4	5 6 7	8 9 10	N/A or IDK		
5.4	As a partner in our community collaboration, we are applying a structural equity and root cause lens to our work as individual organizations.	We do not approach our work to advance equity with a structural equity lens. We tend to focus on helping people one person at a time (for example, through food box giveaways and health fairs). These help the person immediately, but doesn't change why they needed help in the first place.	A few members (less than 30%) of our collaboration have begun to apply a structural and historical lens to their own processes, practices and policies. They have begun to change policies related to hiring, purchasing, access, etc to correct for these inequities.	Many members (31-75%) of our collaboration have begun to apply a structural and historical lens to their own processes, practices and policies.	Most of our members (75% or higher) have begin to apply a structural and historical lens to their own processes, practices and policies. They are using this analysis to build systems that correct past inequities and create the conditions for everyone and every place to have a fair chance.			
		I	2 3 4	5 6 7	8 9 10	N/A or IDK		

5.5	Each member 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 of the partners in our collaboration has 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 of 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 also create space for each partner to make deep contributions related to their special strengths and assets.	Nearly all of our partner organizations have a clear equity plan. They have clear goals and activities in these plans. These align well with and strengthen our shared goals and plan. These plans also create space for each partner to make deep contributions related to their special strengths and assets.			
		I	2 3 4	5 6 7	8 9 10	N/A or IDK		
5.6	We share progress on our own equity plans with the collaboration as a whole.	We have not started to report progress on our own equity plans to the collaboration as a whole.	We are beginning to assess progress on our own equity plans. We have shared where we are once or twice with our wider community collaboration. We have no firm plans about when we will share again.	We report progress on our own equity plan at least annually with our collaboration. We set new goals and strategies based on input from the collaboration. We see our collaboration as an important source of input and accountability.	We regularly assess and report progress on our equity plan and how it contributes to our shared collaboration equity plan throughout the year. We revise our goals and strategies as needed based on these conversations and how the collaboration is doing as a whole. Our collaboration serves as an important source of input and accountability.			
		I	2 3 4	5 6 7	8 9 10	N/A or IDK		
5.7	We are increasing the diversity of our own organizations' staffing to reflect the community as a whole. We are paying special attention to building hiring pipelines among groups and places most affected by inequities who are not represented in our workforce. This is consistent with assuring our organization meets anti-discrimination practices.	Our organization has a low proportion of diverse staffing. For example, we might have just 1 or 2 people who reflect the make-up of our community and those who are affected by inequities. These staff are in entry-level roles.	We are just starting to discuss how to increase our own organization's diverse staffing. This is so that it can reflect the make-up of our community and those who are affected by inequities who may have been excluded in the past.	Our organization has some diverse staffing. Our staffing partly reflects the make-up of our community and those who are affected by inequities. We have begun to have staff that reflect community members experiencing inequities in leadership roles.	Our organization has diverse staffing. Our staffing reflects the make-up of our community and those who are affected by inequities. These staff are in a wide range of roles across the organization. They are actively involved in leading initiatives.			
		I	2 3 4	5 6 7	8 9 10	N/A or IDK		
5.8	We are increasing the diversity of our contracts to rebuild wealth in communities. We have a special focus on inclusion from groups that may have been excluded in the past.	We have not begun to work on diversifying our contracting policies and procedures to include groups which may have been historically included.	We have begun to change our contracting policies and procedures to diversify our contractors. Our goal is to be inclusive of groups experiencing inequities we may have not included in the past. We are applying this in one or two areas so far.	We have begun to change our contracting policies and procedures to diversify our contractors. Our goal is to be inclusive of groups and places experiencing inequities who we may not have included in the past. We are applying this in several contract areas.	We have begun to change our contracting policies and procedures to diversify our contractors. Our goal is to be inclusive of groups and places experiencing inequities who we may not have included in the past. We are applying this in several contract areas. We include clauses in our contracts that promote well-being and equity within these contractor and supplier organizations.			
		I	2 3 4	5 6 7	8 9 10	N/A or IDK		

5.9	We are using our investment capital to invest in groups that have been historically and currently marginalized.	We have not begun to use our investment or retirement portfolios to advance equity.	We have begun to shift our investment decisions to address equity by eliminating investments in groups (like tobacco, for profit prisons, etc) that actively perpetuate inequities against marginalized populations.	We have begun to make active investments in socially inclusive groups that advance equity in our community or in society more broadly.	We use our capital and budget to actively advance equity through low interest loans and other mechanisms to improve access to capital to groups that have been historically marginalized.			
		1	2 3 4	5 6 7	8 9 10	N/A or IDK		