BEACON For Equity Coalition Assessment Section 6 Shift Backbone Organization to a "Root Body"

Please answer these questions from your perspective as an member of your collaboration.

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."	N/A or I don't know (IDK)	1 year ago	Now
6.1	The makeup of the team that facilitates our collaboration (sometimes called a backbone team or core team) is diverse and includes those experiencing inequities.	We haven't discussed how to increase diverse staffing in our core team.	We have been hiring core team members who reflect the make-up of our community as well as those who are affected by inequities. We have not yet put into place strategies to retain these team members.	Our core team has some diversity. This staffing better reflects the make-up of our community and those who are affected by inequities than in years past. We have begun to implement plans that will maintain their sense of belonging, development, and retention.	We use multiple strategies to attract, recruit, welcome, develop, promote, and retain a diverse set of people in our core team. The goal is to reflect the make-up of our community, and those affected by inequities.			
		1	2 3 4	5 6 7	8 9 10	N/A or IDK		
6.2	Our core team is familiar with and skilled at facilitating work related to addressing root causes of inequities, like racism, income inequality, sexism, etc.	Our core team or backbone staff hasn't talked about the historical and structural barriers that are the root causes of inequities in our community. Our core team isn't prepared to lead work in this area yet.	Our core team continues to learn about historical and structural barriers. These are the root causes of inequities in our community. They use trainingx, racial justice and equity consultants, or other educational means to learn. They are beginning to share what they're learning with others in the collaborative.	Our core team have some knowledge on historical and structural barriers that are the root causes of inequities in our community. They continue to learn more. At relevant times, they bring up these root causes in our discussions about strategies to address inequities.	Our core team is very familiar with the historical and structural barriers that are the root causes of inequity in our community. They are able to explain it to others in the collaborative. They guide developing strategies to address inequities. They apply it to their own work and processes.			
		1	2 3 4	5 6 7	8 9 10	N/A or IDK		
6.3	Our coalition conversations are facilitated by the core team rather than being driven by them.	We never hear a diverse range of voices at our meetings. It is primarily just those of the core team.	We rarely hear a diverse range of ideas and initiatives at our meetings besides those presented by the core team.	We sometimes hear a diverse range of ideas and initiatives at our meetings besides those presented by the core team.	We often hear a diverse range of ideas and initiatives at our meetings besides those presented by the core team.			
		1	2 3 4	5 6 7	8 9 10	N/A or IDK		
6.4	We evaluate the core team's ability to plan and lead discussions and work related to, root causes of inequity.	We have not begun to evaluate how well the backbone or core team leads work to address root causes of inequity (for example, racism, classism, sexism, etc).	We have just started to plan how to evaluate the core team's ability to lead work to address root causes of inequity.	We have once or twice evaluated the core staff's ability to identify and lead discussions and work to address root causes of inequity.	We regularly evaluate the core staff's ability to lead work that addresses root causes of inequity.			
		1	2 3 4	5 6 7	8 9 10	N/A or IDK		

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6.5	We evaluate how well our core team engages with communities, especially those which experience inequities..	We have not begun to evaluate how well the backbone or core team engages with the community.	We are figuring out how to assess how well our backbone or core team engages with the community. We are figuring out how we will do this together with community members, especially those experiencing inequities, to figure out what would work.	We have assessed how well our core team or backbone engages the community once or twice. Community residents are actively involved in the assessment process.	We regularly assess how well our core team or backbone engages the community. Community residents actively lead this process of assessment, interpretation and accountability.			
		1	2 3 4	5 6 7	8 9 10	N/A or IDK		
6.6	We assess how well our core team shares power and decision-making with partners and the community.	We have not begun to evaluate how well the backbone or core team shares power and decision-making with our partners the community.	We are planning how to assess how well the backbone shares power and decision-making. Our collaboration and community are engaged in the process of deciding on the "how."	We have assessed how well our core team shares power and decision-making once or twice. Our community collaboration and community residents are actively involved in the process.	We regularly assess how well our core team shares power and decision-making. Our partners and the wider community are actively involved in assessment, interpretation and accountability.			
		1	2 3 4	5 6 7	8 9 10	N/A or IDK		
6.7	Power to direct resources is distributed outside of backbone	We allocate resources based on reactive requests without referring routinely to an assessment of our community's needs and assets.. All final decisions are made by the backbone.	We sometimes allocate grant funds and resources to places and groups based on community needs and goals. The community's input into this is largely through the needs assessment process. Decisions about how to respond are still made primarily by the backbone.	We often allocate grant funds and resources to places in response to community needs and goals. Decision-making occurs through our collaboration with the core team acting as a facilitator of the process.	Our resources and funding are driven by community needs and goals. We engage in participatory decision-making processes with the wider community based on solutions and assets identified with the community.			
		1	2 3 4	5 6 7	8 9 10	N/A or IDK		