



## Racial Justice Assessment Tool

**Directions:** For each question, choose one of the following:

- Awakening: Our organization has not gone there
- Woke: Our organization has started conversations about this or taken some first steps
- Work: Our organization is fully on board

	Awakening	Woke	Work
<b>Program</b>			
1) Does the organization analyze the comprehensive needs of Black, Indigenous, and people of color (BIPOC) within your organization’s programming assessment, planning, and implementation process?			
2) Do you have specific criteria for issue identification and campaign development that elevates Racial Justice issues?			
3) Does the organization set goals for Racial Justice across program areas that seek to name and address racial disparities and harms?			
4) Does the organization have a workforce equity strategic plan?			
5) Do you have metrics, benchmarks, and indicators for measuring the organization’s success?			
<b>Power</b>			
1) Does the organization have authentic and accountable relationships with BIPOC individuals and organizations within the region that provide input into your programs and advocacy?			
2) Does the organization have people of color as board members and director-level staff?			
3) Are benchmarks around racial justice incorporated into the annual evaluation for the Executive Director? All employees?			
4) Does the organization ensure a pipeline that seeks the leadership of BIPOC leaders and organizations become decision-makers within your organization?			
5) Does the organization raise adequate resources for its Racial Justice work?			
<b>Policies</b>			
1) Does the organization protect BIPOC employees from anti-discrimination policies that explicitly harass and discriminate BIPOC employees?			

2) Does your organization have shared definitions around Equity and Inclusion terms?			
3) Does the organization embed equity within its hiring processes?			
4) Does the organization have benchmarks around leadership development and retention of people of color?			
5) Do you periodically assess the disproportionate impact of organizational policies on staff and/or constituents of color?			
<b>People</b>			
1) Do your staff and board reflect the full spectrum of BIPOC communities?			
2) Are white people supported and evaluated in deepening knowledge and building skills around issues of white privilege and anti-racist organizing either within or outside the organization?			
3) Does your organizational leadership have values-based relationships with BIPOC leaders in the region that work towards building long term alliances?			
4) Are Black, Indigenous, and people of color on staff supported in identifying and participating in leadership development opportunities?			
5) Are staff, board, and leadership provided organizational space, time, resources, and structure to discuss and respond to issues of Racial Justice within and outside your organization?			
<b>Culture</b>			
1) Are the full identities of people of color (sexual orientation, gender identity and expression, immigration status, ability status, age, languages spoken, etc.) recognized, respected, and taken into consideration in the development of organizational culture?			
2) Are the staff and board trained in interrupting racism and microaggressions at organizational events and within the organization?			
3) When the organization plans activities and events do you consistently consider basic needs like childcare, interpretation, food, proximity to transit lines, or time of day?			
4) Is white culture treated as the norm? Are BIPOC expected to assimilate into the existing organizational culture?			
5) Do you consistently communicate to your members, leaders, donors, and allies the Racial Justice values and work that you do?			

\*Questions provided by Western States Center, April 2015. Adapted by Western States Center, based on work done by changework and South Asian Network.

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