Alliance for Regional Solutions
Connecting North County

Alliance for Regional Solutions Racial Justice Assessment Tool
(Adapted by the Members of the Alliance for Regional Solutions
Racial Justice Committee from a Western States Center Model)

Directions: For each prompt posed below, please choose one of the following:

• Red Light: Our organization has not started this.
• Yellow Light: Our organization has facilitated conversations about this and/or taken initial steps.
• Green Light: Our organization regularly exhibits this practice.

In this assessment tool, we use the phrase "Black, Indigenous and People of Color" and the corresponding "BIPOC" acronym. This phrase and acronym are used to describe Black, Latinx, Indigenous, Asian, Hawai'ian and Pacific Islander, North African, Southwest Asian/Middle Eastern and other non-white members of our community. The members of the Alliance for Regional Solutions Racial Justice Committee acknowledge that the use of the phrase Black, Indigenous and People of Color and the BIPOC acronym is imperfect. Neither the phrase nor the acronym adequately encompass and represent the distinct and nuanced experiences of the rich and varied heritages and cultures and individuals within these communities. We believe the problematic concept of whiteness, which categorizes people from a place of white as "normal," is exacerbated by phrases like Black, Indigenous and People of Color and the BIPOC acronym. Despite these grave shortcomings, the phrase and acronym are used here by the members of the Racial Justice Committee to collect data to assist us in establishing organizational racial justice baselines and improving Racial Justice, Equity and Inclusion in our region.

	Red Light	Yellow Light	Green Light
Program			
(1) Does your organization analyze the comprehensive needs of Black, Indigenous and People of Color (BIPOC) within your geographic area as a part of programming assessment, planning and implementation?			
(2) Does your organization have specific criteria for issue identification and campaign development that elevate Racial Justice issues?			
(3) Does your organization set goals for Racial Justice across program areas that seek to name and address racial disparities and harms?			

	Red Light	Yellow Light	Green Light
(4) Does your organization advocate and support the inclusion of Racial Justice issues when working in coalitions?			
(5) Does your organization have metrics, benchmarks and indicators for measuring your organization's success with regard to Racial Justice?			
Power			
(6) Does your organization have authentic and accountable relationships with BIPOC individuals and organizations within your service region that provide input into your programs and advocacy?			
(7) Does your organization have Black, Indigenous and People of Color serving as board members?			
(8) Does your organization have Black, Indigenous and People of Color serving as director-level staff?			
(9) Are benchmarks around Racial Justice incorporated into the annual evaluation for your organization's staff Chief Executive Officer (Executive Director, President, etc.)?			
(10) Are benchmarks around Racial Justice incorporated into the annual evaluation for all employees?			
(11) Does your organization have a leadership development pipeline that facilitates and promotes the leadership and decision-making authority of Black, Indigenous and People of Color?			
(12) Does your organization allocate adequate resources for Racial Justice work?			

	Red Light	Yellow Light	Green Light
Policies			
(13) Does your organization have anti-discrimination policies in place that explicitly prohibit harassment of BIPOC members within your organization?			
(14) Does your organization define family in a way that supports all family formations, including those beyond "traditional" or "nuclear" families?			
(15) For employee hiring purposes, does your organization have an affirmative action policy in place that increases opportunities provided to underrepresented service community members?			
(16) Does your organization have benchmarks in place dedicated to leadership development and retention of Black, Indigenous and People of Color?			
(17) Does your organization periodically assess the disproportionate impact of policies on staff and community members of color?			
People			
(18) Do your staff and board reflect the full spectrum of BIPOC communities within your service region?			
(19) Are white people supported and evaluated in deepening their knowledge and building skills around issues of white privilege and antiracist organizing either within or outside your organization?			
(20) Does your organizational leadership have values-based relationships with BIPOC leaders in your service community that facilitate building long-term alliances?			

	Red Light	Yellow Light	Green Light
(21) Are people of color on staff supported in identifying and participating in leadership development opportunities?			
(22) Are staff and board members provided organizational space, time, resources and structure to discuss and respond to issues of Racial Justice within and outside your organization?			
Culture			
(23) 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 your organizational culture?			
(24) Are your staff and board members trained in interrupting racism at organizational events and within your organization?			
(25) When your organization plans activities and events, do you consistently consider addressing basic needs such as childcare, interpretation/translation, healthy food, proximity to transit lines and activity and event time of day?			
(26) Does your organization treat white culture as the norm?			
(27) Are Black, Indigenous and People of Color expected to assimilate into your existing organizational culture?			
(28) Does your organization consistently communicate to your members, leaders, donors, allies and accomplices the Racial Justice values you maintain and the Racial Justice work you pursue?			