

Racial Equity Assessment

It is essential for intermediaries to identify and understand manifestations of racial inequities and interrogate the root causes of those manifestations – at an individual, interpersonal, institutional, and structural level – in order create the changes necessary to position racial equity at the center of equitable pathway design and delivery.

Assess where you think your organization is in terms of building out or delivering on each function to build Pathways that positively impact Black and Latinx youth and youth experiencing poverty using the following scale. Review individual responses and/or average your response to inform strategy and next steps for your organization.

N/A	The work related to this condition or activity has not yet begun.
(1) Initiating	<p>The status of, or work related to, this condition or activity can be described as:</p> <ul style="list-style-type: none"> • Ad hoc/Informal • Uncoordinated with and/or loosely connected to other activities • Occurring irregularly/inconsistently • Not operating at scale and/or having narrow/limited impact
(2) Developing	<p>The status of, or work related to, this condition or activity can be described as:</p> <ul style="list-style-type: none"> • Somewhat formalized • Partially coordinated with and/or connected to other activities • Occurring occasionally or with some regularity • Narrow/limited in scale and/or having an uneven impact
(3) Demonstrating	<p>The status of, or work related to, this condition or activity can be described as:</p> <ul style="list-style-type: none"> • Formalized / Strategic • Highly coordinated with and/or tightly connected to most other activities • Occurring systematically • Operating at scale and with measurable / observable impact

Question 1:

Your organization has clearly defined and articulated *internal* commitments to diversity, equity, and inclusion that shape relationships, planning, and decision making.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 2:

Your organization's staff is competent in naming structural and institutional barriers impacting Black and Latinx youth and youth experiencing poverty.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 3:

Your organization's staff is competent in identifying harmful narratives about young people and addressing/shifting these narratives internally and externally.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 4:

Your organization's staff is competent with regard to having conversations with key partners about equity (broadly) and racial equity (specifically).

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 5:

Your organization regularly assesses its own organizational culture and operational practices for white dominant cultures or norms and their resulting impact on young people.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 6:

Your organization has internal hiring goals and advancement supports to increase the number of Black and Latinx staff and staff who have experienced poverty working at different levels of the organization.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 7:

Your organization has clearly defined and articulated *external* commitments to diversity, equity, and inclusion that shape relationships, planning, and decision-making.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 8:

Your organization builds out internal practices to push back on (rather than perpetuate) racist narratives or stereotypical thinking in your ecosystem.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 9:

Your organization builds out internal practices and advocacy messages to articulate the benefit of racial equity lens in your ecosystem.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 10:

Your organization works to ensure pathways programming decenters a dominant culture in pedagogy and curriculum.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 11:

Your organization's programming includes conversations with employers about understanding their organizational culture specifically related to institutional racism, multicultural competence, and implicit bias.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 12:

Your organization creates space, formal processes, and follow-through to incorporate youth voice and perspective when creating programmatic processes and content, assessing outcomes, and developing policy solutions.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 13:

Your organization has mechanisms for capturing systemic and institutional barriers (related to racism) that Black and Latinx youth and youth experiencing poverty face and for using that data to inform employer relationships and advocacy/policy efforts.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 14:

Your organization provides opportunities for youth to discuss the skills required/needed to navigate white dominated cultures and institutional racism such as code-switching.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 15:

Your organization's programming includes building young people's capacity to respond to racism, including race-based microaggressions, in the workplace.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 16:

Your organization creates connections or provides support to build youth expertise and experience developing anti-racist practices and processes.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 17:

Your organization provides regular opportunities for young people to speak to their cultural practices in building their skills and competencies in their career pathway program.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating