

DIRECTIONS – For each statement, choose one of the following:

- Red Light: Our organization has not gone there
- Yellow Light: Our organization has started conversations/taken some first steps
- Green Light: Our organization is fully on board

RED LIGHT

YELLOW LIGHT

GREEN LIGHT

<i>Institutional Commitment</i>			
Our leadership has institutionalized our commitment to equity, evidenced by formal mission statement, values statement, theory of change, etc.			
Our board leadership is reflective of the diversity of the communities we engage with.			
Our staff leadership is reflective of the diversity of the communities we engage with.			
Our staff culture is inclusive of non-majority identities such that staff retention and morale levels are positive for everyone.			
Our organization has committed time and resources for staff to understand and recognize bias and has taken pro-active measures to address bias in its work.			
<i>Grantmaking</i>			
In the application process, we seek input from under-resourced groups to identify their barriers and technical needs.			
Program staff understands how implicit bias may influence how they assess applicants and seeks methods to mitigate its impact.			
We intentionally reach out to communities and organizations that have not been on our foundation's "radar screen" and/or are traditionally excluded.			
Applications are assessed through gender and racial justice screens, including assessing authentic leadership by women and people of color.			
<i>On-going Practices</i>			
Our organization's human resource practices—hiring, promotion, eligibility for benefits have been/are assessed with a DEI lens.			
Our staff has professional development plans that include building cultural competency. (Evidenced by awareness of micro aggressions, implicit bias)			
Our organization has developed opportunities for community engagement in our grantmaking strategy, evaluation, and/or decision-making processes.			
TOTAL			

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