DEI Practices
Self-Assessment

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

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<tr>
<th>RED LIGHT</th>
<th>YELLOW LIGHT</th>
<th>GREEN LIGHT</th>
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### Institutional Commitment

- 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.

### Grantmaking

- 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.

### On-going Practices

- 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