



## ***Equity within Organizational Structures***

- 1. Organizational Culture:** The values, mission and vision of the organization, as well as the underlying assumptions and expressed beliefs that inform and influence its work. Organizational culture includes the structures and strategies established to execute the work (e.g., organizational chart, employee handbook, symbols, etc.).
- 2. Recruitment & Selection:** The strategies to attract and choose the leadership, staff, participants and partners for organizational opportunities (e.g., employment), programs (e.g., fellowships), resources (e.g., grants), and efforts (e.g., advocacy).
- 3. Decision-making:** The processes and structures that help organizations reach decisions.
- 4. Training & Development:** The strategies and practices used to enhance the knowledge, skills and capacity of organizational staff and stakeholders. Also includes the framework, content and approach to deliver training and develop staff and stakeholders.
- 5. Partnerships:** The mutually-beneficial stakeholder relationships formed to help advance the organization's goals.



## INDICATORS OF EQUITY WITHIN ORGANIZATIONAL STRUCTURES

Y = Yes; N = No; D = In Development

<b>1. Organizational Culture</b>		
<i>a) Commitment to equity is explicitly stated in the vision/mission/values of the organization</i>		
Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve
<i>b) Staffing/leadership structure includes formal roles for 'impacted people' within the "power" structure (e.g., requirement that youth serve on the board)</i>		
Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

**1. Organizational Culture (Continued)**

*c) Beliefs regarding equity are clearly reflected in organizational documents, communications, and practices (e.g., theory of change)*

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

*d) Organizational strategies and practices are influenced and informed by program participants and impacted stakeholders (e.g., strategic plan participants)*

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

## 2. Recruitment & Selection

a) *Leadership within the organization reflects the demographics of the population the organization serves/benefits.*

Status (Y/N/D)

Evidence of Practice

Strategy to Create, Maintain, or Improve

b) *Staff within the organization reflects the demographics of the population the organization serves/benefits.*

Status (Y/N/D)

Evidence of Practice

Strategy to Create, Maintain, or Improve

**2. Recruitment & Selection (Continued)**

*c) Recruitment strategies utilized are accessible to a diverse candidate pool (especially those who reflect the population the organization serves/benefits).*

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

*d) The selection criteria for the organization's opportunities, programs, resources, and efforts are informed by those most directly impacted by the organization's work.*

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

## 2. Recruitment & Selection (Continued)

e) *The selection of leaders, staff, participants and partners for the organization's opportunities, programs, resources and efforts are informed by those most impacted by the organization's work.*

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

## 3. Decision-Making

a) *Organization creates formal structures to receive feedback from key stakeholders (e.g., youth, parents, program staff, community partners, etc.)*

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

**3. Decision-Making (Continued)**

*b) Leadership incorporates feedback from key stakeholders in major decisions regarding program design/ the program delivery model*

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

*c) The people most impacted by your work have formal decision-making roles in your organization (e.g., part of the governance structure)*

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

**3. Decision-Making (Continued)**

*d) The people most impacted by your work help to set standards of quality for your organization/program*

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

*e) All key stakeholders play a role in evaluating the program using stakeholder-developed standards of quality*

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve



#### 4. Training & Development

a) Staff training and professional development are dedicated to address equity and inclusion.

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

b) The organization allocates adequate resources to support the professional development of all staff regarding equity and inclusion.

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

#### 4. Training & Development (Continued)

*c) The program development model and program content incorporate the cultural experiences and practices of the population served.*

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

*d) Program content is informed by the population served (i.e., through direct feedback from youth, families and community).*

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

#### 4. Training & Development (Continued)

e) Organization implements culturally relevant approaches within the program delivery model.

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

#### 5. Partnerships

a) Organization builds partnerships with community organizations that represent the population it serves.

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

**5. Partnerships (Continued)**

*b) Memorandum of Understanding (MOUs) are established for formal partnerships with community partners that outline the mutual benefits and expectations of each partner.*

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

*c) Organization prioritizes partnerships with agencies, organizations and individuals to help them achieve their equity goals.*

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

**5. Partnerships (Continued)**

*d) Organizational partners representing marginalized groups are equitably compensated for their services.*

Status (Y/N/D)	Evidence of Practice	Strategy to Create, Maintain, or Improve

