

Staff Racial Equity & Inclusion Competency

Experience, Perspectives and Competency

This survey will be confidential. No identifying information will be connected to an individual's survey response and all personal statements will be anonymous. Aggregate results (never individual data) might be shared publicly in service of our spread and adoption goals.

The questions from this survey are adapted from GARE's Employee Survey for Local Governments, D5 initiative's Field Survey, as well as best practices from the field.

1. How many trainings / workshops about racial equity have you attended either at work or outside of work?

- None
- 1-2
- 3+

2. In general, I have found trainings / workshops about racial equity to be useful.

Strongly Agree

Somewhat Agree

Not Sure

Somewhat Disagree

Strongly Disagree

3. Tell us more about the kind of training/workshop you attended.

4. Would you recommend that training be offered to your organization?

- Yes
- No
- Other (please specify)

5. I think it is valuable to examine and discuss the impacts of race on our work at our organization.

Strongly Agree

Somewhat Agree

Not Sure

Somewhat Disagree

Strongly Disagree

6. Tell us about the racial equity concepts with which you are familiar.

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For questions 4 – 6, we will be using the following definitions for institutional, interpersonal/individual and structural/systemic racism:

Institutional racism

Institutional racism refers to the policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favor, or put a racial group at a disadvantage.

Poignant examples of institutional racism can be found in school disciplinary policies in which students of color are punished at much higher rates than their white counterparts, in the criminal justice system, and within many employment sectors in which day-to-day operations, as well as hiring and firing practices can significantly disadvantage workers of color.

Interpersonal/individual racism

Individual racism can include face-to-face or covert actions toward a person that intentionally express prejudice, hate or bias based on race.

Structural/systemic racism

A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead it has been a feature of the social, economic and political systems in which we all exist

7. I know how to identify examples of institutional racism (i.e., when organizational programs or policies work better for white people than for people of color, usually unintentionally or inadvertently)

Strongly Agree

Somewhat Agree

Not Sure

Somewhat Disagree

Strongly Disagree

8. I have the tools to address institutional racism in my workplace.

Strongly Agree

Somewhat Agree

Not Sure

Somewhat Disagree

Strongly Disagree

9. I know how to identify examples of interpersonal/individual racism (i.e. using coded language, questioning someone's competence based on their race or ethnicity).

Strongly Agree

Somewhat Agree

Not Sure

Somewhat Disagree

Strongly Disagree

10. I have the tools to address interpersonal racism in my workplace.

Strongly Agree Somewhat Agree Not Sure Somewhat Disagree Strongly Disagree

11. I know how to identify examples of structural racism (i.e. people of color have been left out of wealth creation, home ownership as a result of centuries of structured racialized practices, police are likely to focus on certain areas of a city where there are predominantly black and Latino people etc.)

Strongly Agree Somewhat Agree Not Sure Somewhat Disagree Strongly Disagree

12. I have the tools to address institutional racism in my workplace.

Strongly Agree Somewhat Agree Not Sure Somewhat Disagree Strongly Disagree

13. I feel comfortable talking about race.

Strongly Agree Somewhat Agree Not Sure Somewhat Disagree Strongly Disagree

14. I am comfortable when others talk about race.

Strongly Agree Somewhat Agree Not Sure Somewhat Disagree Strongly Disagree

15. I can articulate my organization's commitment to racial equity to external partners.

Strongly Agree Somewhat Agree Not Sure Somewhat Disagree Strongly Disagree

16. I am actively involved in advancing racial equity in my projects and teams.

Strongly Agree Somewhat Agree Not Sure Somewhat Disagree Strongly Disagree

17. I would become more active in advancing racial equity if...

- I had more information so that I knew what to do
- I received training
- I had more time
- I had the support of my manager
- I felt that I had a more supportive environment
- I knew hat there was senior leadership buy-in
- I received acknowledgement on the work I do to advance racial equity
- I am happy with my current level of engagement

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Tools

18. I have used a Racial Equity Tool [LINK TO RACIAL EQUITY] on policy, program, or budget decisions.

- Yes
- No
- Not Sure

19. I feel confident setting racial equity outcomes and goals when using the Racial Equity Toolkit

Strongly Agree

Somewhat Agree

Somewhat Disagree

Strongly Disagree

20. I have used other racial equity tools on policy, program, or budget decisions.

- Yes
- No
- Not Sure

21. What are the tools you have used to help you embed racial equity in policy, program, or budget decisions?

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Perception on Leadership, Infrastructure and Tools

For these questions, leadership is defined as the executive team within your organization. Please consider the leadership team as a whole rather than focusing on individual members of the team.

22. My organization is committed to racial equity.

Strongly Agree Somewhat Agree Not Sure Somewhat Disagree Strongly Disagree

23. Leadership participates in and supports conversations about racial equity internally.

Strongly Agree Somewhat Agree Not Sure Somewhat Disagree Strongly Disagree

24. Leadership communicates the importance of addressing racial inequities and achieving racial equity.

Strongly Agree Somewhat Agree Not Sure Somewhat Disagree Strongly Disagree

25. Our organization provides the resources necessary for addressing racial disparities and achieving racial equity.

Strongly Agree Somewhat Agree Not Sure Somewhat Disagree Strongly Disagree

26. Our organization has taken steps to reduce racial inequities internally.

Strongly Agree Somewhat Agree Not Sure Somewhat Disagree Strongly Disagree

27. Our organization has taken steps to reduce racial inequities generally.

Strongly Agree Somewhat Agree Not Sure Somewhat Disagree Strongly Disagree

28. Leadership is equipped to participate in internal and external conversations around race.

Strongly Agree Somewhat Agree Not Sure Somewhat Disagree Strongly Disagree

29. Leadership has taken bold steps to reduce institutional racism.

Strongly Agree

Somewhat Agree

Not Sure

Somewhat Disagree

Strongly Disagree

30. Our organization creates an environment where everyone has equal opportunities to advance.

Strongly Agree

Somewhat Agree

Not Sure

Somewhat Disagree

Strongly Disagree

31. My team/project is taking concrete actions to increase equity in our team processes and infrastructure such as in contracting and procurement. (i.e We have prioritized minority owned businesses etc.), hiring, communications, underwriting etc.

Strongly Agree

Somewhat Agree

Not Sure

Somewhat Disagree

Strongly Disagree

32. In your own words, what do you think a focus on racial equity and inclusion should mean for our mission and how we work? What should we do more/less of? What would we need to change?

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Individual Experience

These questions are adapted from Vanessa Daniel on momsrising.org.

33. I have taken the time to read, attend workshops, watch films and educate myself about what people of color experience in this country and how I can advance racial equity in my current position.

Often

Sometimes

Seldom

Never

34. I have pushed my institution to collect data on racial demographics of the leadership of our grantees/borrowers.

Often

Sometimes

Seldom

Never

35. I have set aside my own discomfort and my own fear of saying the wrong thing when talking about race at work.

Often

Sometimes

Seldom

Never

36. I have spoken up about diversity in hiring practices.

Often

Sometimes

Seldom

Never

37. I feel like I have risked my reputation and my position in order to talk about race at my organization.

Often

Sometimes

Seldom

Never