



Exchange on Equity Roundtable Series: An Introduction to the Organizational Assessment Tool

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Mission Statements

Anti-Racism Subcommittee of the Committee on Diversity and Inclusion

The purpose of the Anti-Racism Subcommittee is to brainstorm, plan, and recommend strategies and education to ensure that the SDCBA is actively anti-racist in our endeavors and to propose solutions to effectuate positive change in the legal profession and the justice system.

Exchange on Equity Roundtable Series

Open to the entire legal community, these monthly roundtables provide a unique opportunity for dialogue on the intersection of race and justice in order to better promote anti-racism within our community and beyond.

The Organizational Sub-Committee, comprised of Jill Epstein, Tristan Higgins, Alejandra Rodriguez, and Rebecca Zipp, prepared this assessment tool.



Preamble

We will achieve lasting change when legal organizations across our community:

1. publicly commit to racial equity for all Black, Indigenous, and People of Color (“BIPOC”)
2. conduct a racial equity organizational assessment; and
3. build and execute a plan to achieve greater racial equity within the organization.

As you embark on this journey, note that this process is:

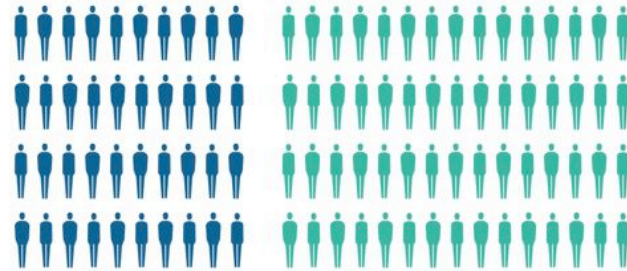
Flexible and adaptable

Focused on facts and insights specific to your organization and/or field

Forward-looking

Report Card on the Diversity of California's Legal Profession (July 2020, State Bar)

California
Population
Age 18+
Years



40%
WHITE

60%
PEOPLE OF COLOR

Note: See Table 1 in the Appendix for data disaggregated by race/ethnicity.

RACIAL/ETHNIC GROUP

American Indian/
Alaska Native

Asian

Black/African American

Hispanic/Latino

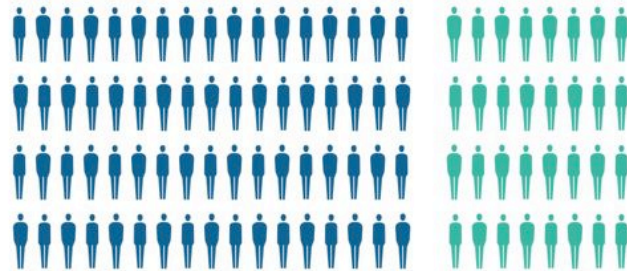
Middle Eastern/
North African

Multiracial

Native Hawaiian/
Other Pacific Islander

Other Race, Ethnicity, or
Origin

2019
California
Attorneys



68%
WHITE

32%
PEOPLE OF COLOR

Report Card on the Diversity of California's Legal Profession (July 2020, State Bar)

LGBTQIA+

Seven percent of the attorney population identifies their orientation as a category other than heterosexual which, is slightly higher than the estimates of the LGBTQIA+ population in California.

California Population Age 18+ Years

5%

2019 California Attorneys

7%

People with Disabilities

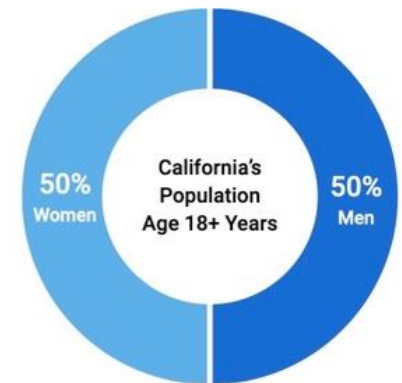
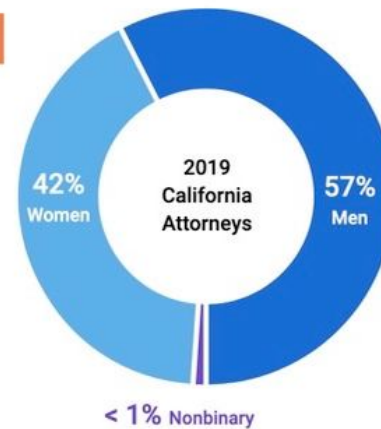
More than one-in-five Californians report having at least one form of disability that limits activities and self-care. These include mobility issues, cognitive impairments, and vision and hearing impairments. In contrast, only 5 percent of attorney respondents report living with a disability.

California Population Age 18+ Years

22%

2019 California Attorneys

5%





Typical CA Firm

- 44 white men
- 25 white women
- 16 BIPOC men
- 15 BIPOC women

- 6 LGBTQ+
- 3 persons w/
disabilities



Typical CA Firm



Reflect Attorneys



Reflect Population

- 44 white men
- 25 white women
- 16 BIPOC men
- 15 BIPOC women

- 6 LGBTQ+
- 3 persons w/
disabilities

- 42 white men
- 26 white women
- 16 BIPOC men
- 16 BIPOC women

- 7 LGBTQ+
- 5 persons w/
disabilities

- 20 white men
- 20 white women
- 30 BIPOC men
- 30 BIPOC women

- 5 LGBTQ+ (incl.
nonbinary)
- 22 persons w/
disabilities



The Scale

RACIAL EQUITY ORGANIZATIONAL ASSESSMENT

Directions: For each question below, choose one of the following:

- **Red light:** Our organization has not yet begun this step
- **Yellow light:** Our organization has started conversations about this or taken some first steps
- **Green light:** Our organization has implemented practices supportive of the goals underlying this question



Philosophy

- 1.** Do we value racial equity and seek to identify racial disparities and harms?
- 2.** Do we advocate and support the inclusion of racial equity issues to the extent possible when working with external stakeholders?
- 3.** Do we have metrics, benchmarks, and indicators for measuring our success?





Power

1. Do we have authentic and accountable relationships with BIPOC individuals and organizations that provide input to your priorities and internal advocacy?
2. Do we have BIPOC as Board members and/or senior leadership or management?
3. Are equity and inclusion efforts incorporated into performance evaluations for all managers of people, and incentives tied to success or failure?





Power

4. Do we actively develop a diverse leadership pathway that includes BIPOC both internally and externally?
5. Do we allocate adequate resources for its racial equity work?





Policies

1. Do we have a fulsome set of policies that both prohibit discrimination and harassment of BIPOC and other historically underrepresented groups, and encourage equity and inclusion of all employees?



People

1. Do our staff and leadership reflect the full spectrum of BIPOC communities within the region?



- 44 white men
- 25 white women
- 16 BIPOC men
- 15 BIPOC women

HERZ
HIGGINSON, EPSTEIN, RODRIGUEZ AND ZIPP



- 6 LGBTQ+
- 3 persons w/
disabilities

- 20 white men
- 20 white women
- 30 BIPOC men
- 30 BIPOC women

- 5 LGBTQ+ (incl.
nonbinary)
- 22 persons w/
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People

- 2.** Are our staff and leadership, particularly white people, supported and evaluated in deepening knowledge and building skills around issues of white privilege, allyship, and antiracism principles?
- 3.** Are our BIPOC on staff supported in identifying and participating in both leadership development and career advancement opportunities?
- 4.** Are staff and leadership provided organizational space, time, resources, and structure to discuss and respond to issues of racial equity within and outside our organization?





Culture

- 1.** Are the full identities of our BIPOC and other marginalized persons (sexual orientation, gender identity and expression, immigration status, ability status, age, languages spoken, etc.) recognized, respected, and taken into consideration in the development of our culture?
- 2.** Are the staff and leadership trained in interrupting racism at organizational events and within the organization?
- 3.** Is white culture treated as the norm? Are BIPOC expected to assimilate into the existing culture?
- 4.** Do we consistently communicate to our members, employees, community, clients, and vendors the racial equity values and work that we do?





Questions?

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