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

Rebecca F. Zipp
Chief Deputy City Attorney, Domestic Violence and Sex Crimes

Tristan E.H. Higgins
CEO and Founder, Metaclusive LLC

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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.
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

2019 California Attorneys

68% WHITE 32% 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
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.

**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.
Typical CA Firm

• 44 white men
• 25 white women
• 16 BIPOC men
• 15 BIPOC women
• 6 LGBTQ+
• 3 persons w/ disabilities
Typical CA Firm

- 44 white men
- 25 white women
- 16 BIPOC men
- 15 BIPOC women
- 6 LGBTQ+
- 3 persons w/ disabilities

Reflect Attorneys

- 42 white men
- 26 white women
- 16 BIPOC men
- 16 BIPOC women
- 7 LGBTQ+
- 5 persons w/ disabilities

Reflect Population

- 20 white men
- 20 white women
- 30 BIPOC men
- 30 BIPOC women
- 5 LGBTQ+ (incl. nonbinary)
- 22 persons w/ disabilities
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
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?
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?
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?
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?
1. Do our staff and leadership reflect the full spectrum of BIPOC communities within the region?

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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?