RACIAL EQUITY ORGANIZATIONAL ASSESSMENT

San Diego County Bar Association members and staff adapted this racial equity assessment tool from the Western States Center's evidence-based "Racial Equity Organizational Assessment". In offering you this adapted tool, our aim is to address the specific needs of legal organizations, including law firms, legal services non-profits, bar organizations, and government entities. This tool can help you institutionalize and enhance your organization's approach to racial equity by formulating and prioritizing your racial equity goals.

The tool will help you view your organization's practices and policies through a racial equity lens. It is evidence-based and grounded in the belief that no single organization, program, or strategy will remedy our community's race-based inequities.

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

1. 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 – as stated, we have already adapted the attached tool, but further adaptations may be appropriate to fit your organization's unique needs. The process is designed for **law firms, law departments, legal services non-profits, bar organizations, and government entities.** The process will unfold differently in different organizations.

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

Forward-looking. It's about using a racial equity lens to begin making changes today, and building your own plan, grounded in your organization's unique assets, commitments, and mission.

Welcome to this next step of the journey.

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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

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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? 🔴 🟡 🟢

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?

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 existing culture?

4. Do we consistently communicate to our members, employees, the community, clients, and vendors the racial equity values and work that we do?