# Some important steps towards organization equity

In order to address racial equity within our own organization and do our part to address the racial disparities in our community we commit to reviewing the best practices listed below and identifying goals and next steps towards one or more of these practices.

Climate and culture

* The organization has an official statement regarding the role that diversity plays in the success of the organization – this statement is either a part of the organizational mission, vision and values statement(s) or is a separate diversity statement that is publicly available.
* The organization assesses internal climate and culture by surveying employees, volunteers and board members every 2 years and considering responses by race.

Leadership

* The CEO and management team directly address issues of race, diversity and inclusion and promote these values through written and verbal communication.
* The organization has specific strategies to achieve diverse leadership, such as:
  + Individualized development pathways and investment for promising internal employees
  + Hiring practices at all levels that create diverse talent pools(see below)

Hiring and retention

* We have specific strategies to hire and onboard diverse staff throughout the organization, such as:
  + Evaluating position descriptions and requirements to identify unnecessary requirements or burdens
  + Valuing commensurate experience in place of degrees
  + Targeted, personal outreach in communities of color
  + Mentoring relationships and/or Employee Resource Groups to support staff of color or other marginalized groups
* We work with all of our staff to create a welcoming climate that encourages retention:
  + We have clearly described expectations for cultural competence and behavior in alignment with the organization’s diversity statement
  + The organization evaluates staff members and holds them accountable for these expectations.
  + Our staff members have regular (at least annual) training and exploration on topics of equity and cultural competence.

Internal policies, practices, processes

* Our organization utilizes an equity impact assessment tool to assess our policies and practices and/or when making significant decisions (example attached) to discover and address any unintended benefit/harm to marginalized groups.
* Important decisions are made by groups representing the racial, gender and other diversities of the organization.

**YWCA Madison Racial Equity Impact Assessment**

Step one - Record the decision, policy or area that is being evaluated.

Step Two - Involve Stakeholders & Evaluate who is at the table for the analysis:

* Do we have the full breadth of social identity groups and perspectives at the table? Involved in the process?
* Does our process seriously consider the input and perspectives of a broad range of group memberships?

Step Three - Determine Benefit and/or Burden\*

* How might our unconscious attitudes and assumptions about \_\_\_\_ be playing out in this decision, policy or area?
* What could be the impact of this decision, policy or area on staff, volunteers and service recipients from various and intersecting dominant and subordinated groups?
* How might this decision, policy or area inadvertently advantage some and disadvantage others?

Step 4 - Advance Opportunity or Minimize Harm\*

* How can we make this decision, policy or area more inclusive for members of various and intersecting social identity groups? Describe recommended strategies for address disparate impacts?
* What steps need to be taken for these recommendations to move forward?

Step 5 - Evaluate.

Raise Racial Awareness. Be Accountable. Track impacts on communities of color over time. Continue to communicate with and involve stakeholders. Document unresolved issues.

* Who is accountable?
* How will this be evaluated?
* How will those impacted be informed of progress and impacts over time.
* *What is unresolved? What resources/partnerships do you still need to make changes?*

\*Several good tools exist to use in these steps and can be found on the YWCA website.