

EXAMPLE -- Racial Equity Self-Assessment for Organizations

Survey Activity

Survey to send to as many people on your board, staff, artists as possible. Distributing the survey questions via a free online tool makes it possible to honor people's anonymity. [The framing below can/should be adapted by each organization to inspire participation.]

Introduction Language to Survey Participants

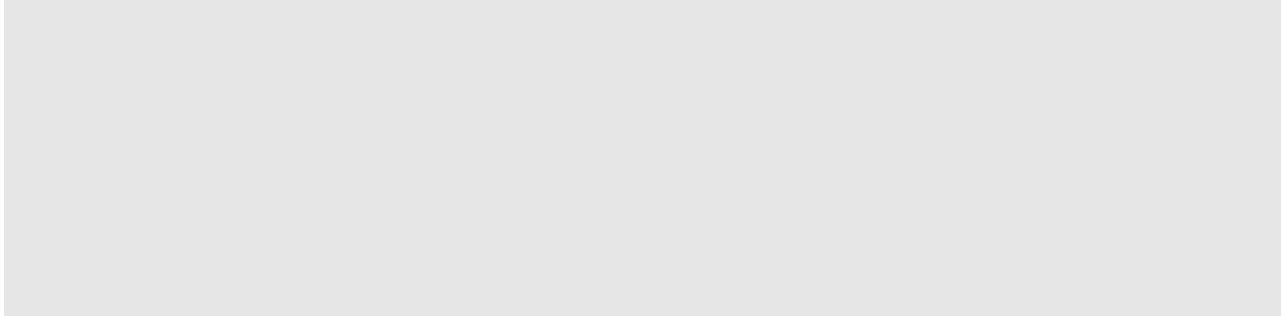
We want to begin/build-on/lean-into/ramp-up [whichever descriptor is most fitting] our work in becoming more inclusive/equitable/racially equitable/anti-racist [whichever descriptor might inspire the greatest response rate] by gaining a better understanding of our organization from your unique perspective. We are inviting you to share your honest and anonymous assessment of where you think our organization is in its journey towards becoming an anti-racist one. This information will only be used for us to gain a better awareness of where we are so that we can create a plan of action for how we can evolve into an organization that allows all of our artists, volunteers, staff and board to work to our fullest potential and become a place that the broader community will value as a true community asset for all.

Please identify where on the [Continuum on Becoming an Anti-Racist Arts and Cultural Organization](#)* you would currently locate our organization (not where you aspire our organization to be, but where you feel it is). Consider where the board, staff and artists are in their understanding of institutional and structural racism at present.

- 1. Exclusive Segregated Organization
- 2. Passive Status Quo Organization
- 3. Symbolic Multicultural Organization
- 4. Evolving Anti-Racist Organization
- 5. Structurally Changing Organization
- 6. Inclusive Transformed Organization

Please explain why you chose this location on the Continuum using specific examples to demonstrate your choice.

Note that some organizations are between two places on the Continuum, and/or may show up in one place for some behaviors/attitudes or programs and show up in another place for others, or may realize that different people involved with the organization are in different places. It's fine to share the complexity and nuance of your choice even if that means specifying more than one number, or a number in-between.



What is our organization's role, as part of the broader community, in achieving racial equity?

