

JUST ACTION

INTERNAL ASSESSMENT

PILLAR 1: ACKNOWLEDGE HISTORY

WHY IS IT IMPORTANT TO ACKNOWLEDGE HISTORY?

- 1. To reveal the real history.** We must endeavor to pinpoint and tell the correct history, not just the anecdotes or perpetuated stories, in order to learn from our mistakes and missteps. Without accurate history we are more likely to repeat past mistakes.
- 2. To understand the present and how we got here.** We must acknowledge history to understand who holds power or money today and how they attained it. White supremacy and racism underpin many of the conditions of the status quo. In order to affect change, we must understand why things are the way they are today.
- 3. To facilitate healing.** Healing begins with an acknowledgment of harm. We must acknowledge history so that those who have been harmed are heard and seen in their current experience of a history of oppression and theft, and so that they may begin to heal.
- 4. To inform the work ahead.** In order to drive equity, not equality, we must study the history of the struggle. We must bring those new to the work in to help them understand the pillars and struggle upon which they stand. Only then, may we collectively fathom the journey and fight ahead.

	Not yet thinking about this	Discussing this	Have an effort under way	Somewhat a regular practice	Embedded across our organization
Our organizational leadership team has shared with and encourages staff to engage in a deep level of understanding of how systemic and structural racism have created and shaped our institution and sector and how our organization and sector continues to benefit from a white supremacist culture.					
Our organization examines critical numbers and narratives about how inequities are produced in our organization, sector, and the communities and populations we serve, and how they can be reduced.					

PILLAR 1: ACKNOWLEDGE HISTORY CONTINTUED

	Not yet thinking about this	Discussing this	Have an effort under way	Somewhat a regular practice	Embedded across our organization
Our organizational culture publicly, specifically, and explicitly acknowledges past direct and indirect harms to Black, Indigenous, and other people of color or racialized groups.					
Our organization actively and routinely examines the ways in which we are upholding or dismantling white supremacy culture in our hiring practices, internal policies, business practices, and organizational norms and continuously works towards dismantling inequitable practices.					
Our organizational leadership team has publicly committed to the struggle of dismantling racism.					
Our organization fosters a sense of community care, repair, and redress, acknowledges that racism is a traumatic experience, and provides resources to staff to support them in this work (mental health professionals, ombudspersons, healing spaces, etc.).					
Our organization engages in restorative practices rather than punitive responses to staff that face difficulty following organizational policies.					
Our organization has a policy that prohibits retaliation against staff (i.e. placed on performance plans, had job duties reassigned to create discomfort for the employee, given additional responsibilities to their role to lead equity work with no pay and no power, etc.) who have been vocal about the origins and continuing inequities in organizational culture and/or practices.					

PILLAR 1: ACKNOWLEDGE HISTORY CONTINTUED

1. How have systemic and structural racism shaped how Money is distributed, how Narratives are shaped, and how Policy is created?

2. How has or does our organization and sector harm/harmed communities? How did/does that happen? Who is/was involved? What did/does that look like?

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PILLAR 2: SHIFT POWER

WHAT WE MEAN BY SHIFT POWER

Power is neither fixed nor finite; it can be shared, shifted, generated, and wielded. It can have negative and positive connotations, as well. So when we talk about shifting power here, we are referring to the intentional act(s) of intervening in the imbalances of decision making power. Power is held by those who make policy, shape narratives, and

manage the flows of money; but this power can and should be shared with and redistributed to those closest to the impact of those decisions. Think about the power dynamics in your organization and how they may be perpetuating the status quo in ways that cause harm to your colleagues, partners, and the communities you serve.

	Not yet thinking about this	Discussing this	Have an effort under way	Somewhat a regular practice	Embedded across our organization
Our organization has full participation and shares decision-making power with groups that have been harmed or marginalized by our organization or sector when determining our mission, structure, constituency, policies, and practices.					
Our organization, consistently as a form of its culture, implements inclusive and equitable structures, policies, and practices with participatory decision making and other forms of power sharing on all levels of the organization.					
Our organization is actively engaged in restorative actions for the harms it has caused to historically-marginalized groups.					

PILLAR 2: SHIFT POWER CONTINUED

	Not yet thinking about this	Discussing this	Have an effort under way	Somewhat a regular practice	Embedded across our organization
Our organization embeds equity into various facets of our organization to ensure major organizational decisions, including budgets, hiring and promotion, and strategic planning are oriented towards reducing racial disparities and harm and promoting racial equity.					
Our organization allocates membership slots in the governing body of the organization to groups who have historically been harmed by our sector.					
Our organization allocates concrete roles to members of groups which have historically been harmed by our sector to review the organization's compliance with these equity standards.					
Our organization works closely with groups outside of our organization and prioritizes their input and guidance related to major decisions around resource allocations and impacts of our work in an effort to achieve more racially equitable outcomes.					
Our organization has a policy that prohibits retaliation against staff (i.e. placed on performance plans, had job duties reassigned to create discomfort for the employee, given additional responsibilities to their role to lead equity work with no pay and no power, etc.) who have been vocal about the origins and continuing inequities in organizational culture and/or practices.					

PILLAR 2: SHIFT POWER CONTINUED

1. What would it look like to shift power to groups that have been historically marginalized or harmed by the way Money is distributed, Narratives are shaped and shared, and Policy is created in our institution? How does this transform the distribution of power and resources?

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PILLAR 3: EMBRACE ACCOUNTABILITY

Accountability, in the words of therapist and anti-violence activist Danica Bornstein, is about being responsible to yourself and those around you for your choices and the consequences of those choices. Accountability is a process that begins with acknowledging the history of harmful actions (or inactions) and the consequences of them. But it does not end there. True accountability requires repairing those harms and actively changing the mindsets, values, and behaviors so that those harms are not repeated.

While accountability is a process, being held accountable is more of a practice for which new organizational and individual muscles need to be built – like training for a marathon. Start by strengthening muscles around how you receive critical feedback by being intentional about how you show up, actively listen while holding tension, avoid defensiveness or shutting down, and then, most importantly, internalize and act on the feedback. Another important muscle is creating a feedback loop to those you are accountable to by reflecting back what you heard, what you acted on why, and what you didn't act on why. Let them know how and when you will follow up.

	Not yet thinking about this	Discussing this	Have an effort under way	Somewhat a regular practice	Embedded across our organization
Our organization's resource allocations reflect our goals of reducing disparities/ disproportionality.					
Our organization audits and restructures all aspects of our organization to ensure full participation of Black, Indigenous and other people of color or racialized groups.					
Our organization values and prioritizes qualitative data equally with quantitative data. Our organization prioritizes gathering the perspectives and stories of those whose voices have been historically excluded and impacted most prominently.					

PILLAR 3: EMBRACE ACCOUNTABILITY CONTINUED

	Not yet thinking about this	Discussing this	Have an effort under way	Somewhat a regular practice	Embedded across our organization
Results of our organization’s investments show a reduction in racial disparities/disproportionality.					
Our organization’s job descriptions include community engagement responsibilities and responsibilities for progress towards racial equity.					
Our organization co-establishes agreements with our community and clearly outlines what happens if we do not uphold our agreement to the community.					
Annually, our organization evaluates and produces a report on progress made toward equity standards that is broken down by race and publicly accessible/available.					
Our organization assesses all staff’s experiences in the organization relative to inclusivity, belonging, career progression, etc., We intentionally address responses across different groups that may not be positive, making necessary shifts in our culture, staffing, and engagement.					
Our organization consistently seeks feedback on the organization’s anti-racist and equity approaches and reports out to the public our progress towards racial equity.					

PILLAR 3: EMBRACE ACCOUNTABILITY CONTINUED

1. How do we set up systems of accountability that value numbers and narratives?



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REVIEW RESPONSES + NEXT STEPS

A large number of checks in the first two columns (Not yet thinking about this or Discussing this) indicates areas of growth and you will be pointed to relevant areas resources that can support you in next steps. Wherever you have multiple items scored in those first two columns, you need to consider whether you and/or your organization may be causing harm.

PILLAR 1: ACKNOWLEDGE HISTORY

There are 8 items. ___ out of 8 have responses in the first two columns (Not yet thinking about this or Discussing this).

PILLAR 2: SHIFT POWER

There are 10 items. ___ out of 10 have responses in the first two columns (Not yet thinking about this or Discussing this).

PILLAR 3: EMBRACE ACCOUNTABILITY

There are 10 items. ___ out of 10 have responses in the first two columns (Not yet thinking about this or Discussing this).

SCORE IN ANY DOMAIN	NEXT STEPS
Potentially Causing Harm (Red Zone)	If there are seven or more items in the first two columns in any of the three pillars, you are in the Red zone for that particular pillar and may be potentially causing harm. Resources will be recommended to support harm reduction.
Harm Reduction (Yellow Zone)	If there are four to six items in the first two columns in any of the three pillars, you are in the Yellow zone for that particular pillar and are engaged in harm reduction. Resources will be recommended to support transformational work.
Transformational Work (Green Zone)	If there are three or fewer items in the first two columns in any of the three domains, you are in the Green zone for that particular pillar and are engaging in transformational work. Resources will be recommended to continue doing transformational work.