Organizational Readiness Reflection

Welcome. Buffalo Cloud Consulting LLC would like to thank you for taking the time to complete this assessment. Thank you for your willingness to invest in our community.

The Goals of the Engagement Process are to:
- Assess your current organizational capacity for equity work.
- Describe current direction and strategies.
- Identify current inequities and injustices within the organization.
- Reflect upon and understand your strengths and challenges.
- Enhance what is leading to equity and empowerment.
- Eliminate strategies and root causes leading to inequities and injustices.
- Celebrate successes and improvements.

We understand that some of the questions that we ask are personal in nature. We are asking these questions to understand the representation of participants during this process.

Results from this questionnaire will be used to inform future DEI initiatives in your organization.

This survey will take about 13 minutes to complete.

How do you protect my information?

All online surveys will be performed via Survey Monkey which offers SSL encryption. This feature ensures that responses are connecting securely to SurveyMonkey servers. Here is the link to SurveyMonkey's Privacy Policy and Security Statement to disclose how Survey Monkey handles respondent data on our behalf.

We ask that participants not include any personal information such as date of birth, ssn, and other personal information. Names, addresses and other contact info is okay. Your contact information will be kept private.

If you have any questions, please feel free to contact us at info@buffalocloudconsulting.com

Thank you again for your participation.

* 1. Consent - I have read the above information. If I have additional questions, I have been told whom to contact. I agree to participate in the Equity and Empowerment Lens Organizational Readiness process.

  ⬤ Yes

  ⬤ No

Organizational Readiness Reflection

Demographics

* 2. Contact information

Department

[   ]

* 3. What is your role in the organization?

◯ Direct service

◯ Middle management

◯ Executive leadership

◯ Board member

◯ Volunteer

◯ Intern

◯ Someone we missed? (please specify)

[   ]

4. What category below includes your age?

◯ Under 18

◯ 18-24

◯ 25-34

◯ 35-44

◯ 45-54

◯ 55-64

◯ 65+

* 5. What is your gender identity? (Check all that apply).

☐ Female

☐ Genderqueer

☐ Gender Variant/Non-conforming

☐ Male

☐ Non-Binary

☐ Transgender

☐ Two Spirited

☐ Prefer not to answer

☐ Someone we missed? (please specify)

[   ]

* 6. Do you indentity as a member of the LGBTQ+ community?

☐ Yes

☐ No

☐ Prefer not to answer

* 7. Visually, if someone were to look at you, what race or races would the world project on to you?

○ Black

○ Indigenous

○ Biracial

○ White

○ Multiracial

○ Asian

○ Latinx/Hispanic

○ Pacific Islander

○ Person of color

○ Prefer not to say

○ Other (please specify)

[   ]

8. Ethnicity is defined as: the fact or state of belonging to a social group that has a common national or cultural tradition. Example: My race is black and my ethnicity is Nigerian. What is your Ethnic identity? (Feel free to share as many identities as you like).

9. Do you identify as an immigrant/refugee?

○ Yes

○ No

○ Prefer not to answer

Organizational Readiness Reflection

Organizational Characteristics

* 10. Does your organization currently have an institutional commitment to addressing and eliminating racial and ethnic inequities?

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place and there is evidence of its use

○ This is part of our routine, and we model it for others

* 11. Does your organization currently have an institutional committment to addressing an eliminating inequities experienced by LGBTQ+ people?

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place and there is evidence of its use

○ This is part of our routine, and we model it for others

* 12. Does your organization currently have a structure that supports true community partnerships (empowering and more fluid rather than hierarchical)?

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place and there is evidence of its use

○ This is part of our routine, and we model it for others

* 13. Does your organization currently support staff in addressing and eliminating racial and ethnic inequities?

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place and there is evidence of its use

○ This is part of our routine, and we model it for others

* 14. Does your organization currently support staff in addressing and eliminating inequities for LGBTQ+ people?

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place and there is evidence of its use

○ This is part of our routine, and we model it for others

* 15. Does your organization currently support staff in addressing and eliminating inequities experienced by folks with disabilities?

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place, and there is evidence of its use

○ This is part of our routine, and we model it for others

* 16. Does your organization currently have transparent and inclusive culturally-responsive communication?

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place and there is evidence of its use

○ This is part of our routine, and we model it for others

* 17. Does your organization currently have institutional support for innovation?

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place and there is evidence of its use

○ This is part of our routine, and we model it for others

* 18. Does your organization currently support the creative use of categorical funds that support programs, policies, and actions vital to or disproportionately needed by specific disadvantaged racial and ethnic communities?

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place and there is evidence of its use

○ This is part of our routine, and we model it for others

* 19. Does your organization currently support the creative use of categorical funds that support programs, policies, and actions vital to or disproportionately needed by people with disabilties?

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place, and there is evidence of its use

○ This is part of our routine, and we model it for others

* 20. Does your organization currently support the creative use of categorical funds that support programs, policies, and actions vital to or disproportionately needed by particular groups within the LGBTQ+ community?

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place, and there is evidence of its use

○ This is part of our routine, and we model it for others

* 21. Does your organization currently have community-accessible, and community- driven, data and planning? Data should also incorporate community narrative and experience.

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place, and there is evidence of its use

○ This is part of our routine, and we model it for others

* 22. Does your organization currently have streamlined administrative processes?

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place, and there is evidence of its use

○ This is part of our routine, and we model it for others

Organizational Readiness Reflection

Workforce Competencies

* 23. Does your organization have a firm grasp on understanding the social, environmental and structural determinants of health (SDOH)?

○ Yes

○ No

○ I am not sure

* 24. Does your organization have a firm grasp on understanding the connections between social, environmental and structural determinants of health (SDOH), and their presence or absence? Specifically, how this reflects the health, success and economic mobility of communities of color, immigrants, refugees, people with disabilities, and the LGBTQ+ community?

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place, and there is evidence of its use

○ This is part of our routine, and we model it for others

* 25. Does your organization have a deep knowledge of Racial and Ethnic Equity frameworks?

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place, and there is evidence of its use

○ This is part of our routine, and we model it for others

* 26. Does your organization have a deep knowledge of LGBTQ+ frameworks? Including frameworks for Black, Indigenous, and People of Color from the LGBTQ+ community?

○ Haven't started this work yet

○ Plans exist for use in planning and implementtion

○ This is in place, and there is evidence of its use

○ This is part of our routine, and we model it for others

* 27. Does your organization currently have knowledge of affected communities? (e.g. This could be knowledge from building authentic relationships with communities, community-driven data, community narratives and experiences, etc.)

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place, and there is evidence of its use

○ This is part of our routine, and we model it for others

* 28. Is your organization's leadership courageous? (Meaning: consistent around applying a Racial Equity Lens, LGBTQ+ Equity Lens, and have an active understanding of power and privilege?)

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place, and there is evidence of its use

○ This is a part of our routine, and we model it for others

* 29. Is your organization's leadership collaborative? (Meaning: they have developed partnership-building skills interculturally, with dignity, respect, and across classes, abilities, genders, gender identities, backgrounds, etc.?)

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place, and there is evidence of its use

○ This is a part of our routine, and we model it for others

* 30. Does your organization currently have community organizing skills? (Meaning: the ability to teach community organizing skills to people based on the principle and practices espoused by communities of color, immigrants, refugees, LGBTQ+ folk, people with disabilities, and people with other religions and backgrounds).

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place, and there is evidence of its use

○ This is part of our routine, and we model it for others

* 31. Does your organization have a firm grasp of knowledge, and implementation of an Equity and Inclusion lens with regards to people with disabilities? (e.g. implementation of ADA compliant practices, culturally competent disability support, and structures that support people with disabilities?)

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place, and there is evidence of its use

○ This is part of our routine, and we model it for others

* 32. Does your organization have a firm understanding of intersectionalities (such as a refugee who is Multiracial and Queer; A Black woman with a physical disability; An athiest, poor, Transgender man) with practices in place that are equitable in their communications, collaborations with communities, within its programs, and within its own structures and processes?

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place, and there is evidence of its use

○ This is part of our routine, and we model it for others

* 33. Does your organization currently have problem-solving abilities that are rooted in Equity, Inclusion and Diversity?

○ Haven't started this work yeet

○ Plans exist for use in planning and implementation

○ This is in place, and there is evidence of its use

○ This is part of our routine, and we model it for others

* 34. Is your organization rooted and grounded in cultural responsiveness and cultural humility?

○ Haven't started this work yet

○ Plans exist for use in planning and implementation

○ This is in place, and there is evidence of its use

○ This is part of our routine, and we model it for others

35. Is there any feedback that you would like to share?