Survey

Racial Equity: Organizational Readiness*

Produced with support from the W.K. Kellogg Foundation.

Purpose of this Tool:

This document was created in 2021 by the NWRA, with help from the (B)JEDI Committee Members, for the purposes of equipping Early Childhood Professional Registries with self-reflection tools supporting their exploration of racial equity policy and procedural alignment, as well as identifying areas of interest or "readiness" for mobilizing to embed or operationalize equity in their work.
This is a 45 question survey that examines your organizational readiness to examine areas of equity that you can strengthen and develop.

Nearly every question is rating on a scale of 1-5. The survey takes approximately 20 minutes to complete.

There are no wrong answers here.

This survey can be kept internal to your organization, or it can be aggregated to a summary that will help the JEDI and our grant funder (W.K. Kellogg Foundation) identifying where there is readiness, and helping create learning cohorts across similar levels of interest.

## Organizational Readiness

These 5 questions (scale of 1-5) relate to the organization’s readiness to commit to racial equity.

*Answers are unidentified when submitted electronically (link is below) but aggregate responses will be considered as a community.

## Considering the Registry Landscape
With each question below, select the number that best reflects your state registry, according to the rubric set forth below.

1. No work is occurring within this area
2. Identified area for improvement but no plans/work yet
3. Planning/implementation in process
4. Implemented but not yet uniformly applied
5. Firmly established and able to model for other organizations

1. Our state registry incorporates racial equity into its mission, vision, and/or value statements.

2. Our registry communicates to our members/users and stakeholders our values and/or work around racial justice.

3. Our registry has made a public commitment to equity.

4. Our registry has an internal mechanism for attending to issues of racial equity, for example an equity committee or staff member dedicated to diversity, equity, and inclusion.
5 Our registry offers staff or leadership professional development opportunities specifically focusing on racial equity or cultural/linguistic competence.

6 Could you share one example of an organizational commitment to equity (action taken) that you are most proud of?

7 If you shared an example, would you like it to remain anonymous?

Constituents, Community, & Partners

These 5 (scale of 1-5) questions relate to the registry’s practices and commitment to community connections.

*Individual responses will not be identified but aggregate summaries will be shared with the membership to help inform priorities, interest and lines of support.

Community Connectedness
We collect data on service-user or constituent satisfaction related to racial equity.

Our registry has formal partnerships with organizations of color (i.e. National Black Child Development Institute, National Indian Child Care Association, Latino Serving Organizations etc.).

Our registry allocates resources for engagement/outreach/contracting in communities of color.

Our registry highlights the ECE workforce Professional Development that specifically focuses on racial equity or cultural/linguistic competence.

Could you share one example of an equity related activity (related to constituents and community partners) you are most proud of?

If you shared an example, would you like it to remain anonymous?
These 5 (scale of 1-5) questions relate to the registry’s practices and commitment to community connections.
*Individual responses will not be identified but aggregate summaries will be shared with the membership to help inform priorities, interest and lines of support.

Data Informing Elements

1. Our registry has policies in place that aim to prioritize collecting, tracking, and analyzing data on racial demographics to inform program goals, support, and advance racial equity (i.e. disaggregating client data by race).
2 Our state registry has access to staff who can analyze data with an equity lens.

3 Our registry has identified equity related performance/accountability measures.

4 Our registry has a written racial equity plan with clear, actionable timelines. We have people accountable for each action, indicators for progress and processes for monitoring and evaluation.

5 Our registry systematically focusses on collecting data that informs racial equity work.

Demographics & Representation

This section relates to representativeness community engagement, belonging and intentionally building relationships with key stakeholders.
Representing the spectrum of our community

For each of the following, consider if the identified group is diverse across demographics and perspectives; does it accurately reflect communities impacted by our work:

1 Not Diverse or Representative  5 Very Diverse or Representative

1 Registry Leadership

Not Diverse or Representative

Very Diverse or Representative

2 Registry Staff

Not Diverse or Representative

Very Diverse or Representative
3 Registry Partners/Allies

<table>
<thead>
<tr>
<th>Not Diverse or Representative</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
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<tbody>
<tr>
<td>Very Diverse or Representative</td>
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4 If 4 or 5, please consider sharing your state's strategy:

**Organizational culture**

**But can we talk about it?**

Culture of inclusion

1 Our state registry creates space for discussing issues of race and racism in ways that are relevant to the work.

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<tr>
<th>Not Yet Occurring</th>
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<th>2</th>
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<tbody>
<tr>
<td>Firmly Established</td>
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2 If 4 or 5, please consider sharing your state's strategy:
3 If you shared a strategy example, would you like it to remain anonymous?

4 Cultural “norms” in our registry (spoken or unspoken), encourage open discussion of difficult questions, attention to issues, and identified concerns related to racial dynamics.

5 Persons of color (or people who identify with any marginalized group) feel welcome to bring their full identities into the workplace, if they choose. Staff / leadership / volunteers feel safe, recognized and respected, and their input is taken into account to help inform and shape organizational culture.

5 Our registry encourages ideas, strategies, initiatives, and feedback from all stakeholders (including frontline staff, volunteers, clients - not just those with positional authority).

6 If 4 or 5, please consider sharing your state's strategy:

7 If you shared a strategy example, would you like it to remain anonymous?
For each of the following groups, there is an expressed understanding of the need to address cultural, institutional, and structural racism to advance racial equity in our work:

1. Not Yet Occurring
2. Firmly Established

8. Registry Leadership

9. Registry Staff

10. Registry Strategic Partners

Recruiting, hiring, & retaining a diverse workforce

Diversity in perspectives, culture, and ethnicity
1. Our registry has benchmarks to work toward recruiting diverse leadership and retaining staff and volunteers of color.

2. Our state registry has internal hiring policies addressing hiring processes that promote the outreach, recruitment, and retention of marginalized communities, specifically people of color.

3. Our registry acts on suggested equity practices in recruitment and hiring, including but not limited to posting salary ranges, considering “equivalent experience” as comparable to formal education, and/or anonymized reviews of applications.

4. Our registry has explicit policies prohibiting discrimination, micro-aggressions, and harassment of people of color as well as a mechanism in place to address issues raised regarding racial or other equity-related barriers for opportunity occurring in the workplace.
5. Staff and volunteers of color play a meaningful role in identifying and participating in professional and leadership development opportunities.

6. Our registry provides a living wage to all personnel that reflects the regional cost of living (i.e. housing, food, transportation, child care, health care).

7. Our registry has policies and practices in place encouraging responsiveness when community-based partners ask for immediate support or action.

8. Our registry has policies and/or processes in place that allow our organizational practices to be reviewed with community partner input.

**APPLYING AN ANTI-RACISM LENS TO PROGRAMS, ADVOCACY, & DECISION-MAKING**

How involved are the people affected by our policy, practices, and decisions?
1. Our registry has written policies and/or practices in place to ensure that communities of color are a part of decision making; on a regular basis they are consulted during the design, implementation, and evaluation of programs.

2. Our registry has written policies and/or practices in place ensuring clients/communities most impacted by our work are a part of decision making; on a regular basis they are consulted during the design, implementation, and evaluation of programs.

3. When planning programs and events, we consider factors like language access / interpretation, ability accommodations, childcare, food, and proximity to public transportation.

4. Our registry proactively and intentionally reaches out to communities of color to understands and address the needs of clients of color.
In setting programmatic / advocacy / policy / case priorities, our registry considers whether the decision will strengthen or undermine its goals around racial equity.