



## Organizational Equity: Self-Assessment

Developed by CommunityWise Resource Centre

These questions are meant to get you thinking about how equitable your organization is.

| Questions  | Answers |
|--|---------|
| 1. What does your organization aim to do? (Your mission statement or in your own words)  |         |
| 2. Based on what you aim to do, who should your organization be serving/having an impact on? (List groups and/or communities)  |         |
| 3. Are any of the groups/communities you identified in Question 2 “equity-seeking groups”? (See list on next page)   |         |
| 4. Does your organization reflect the diversity of the groups/communities you identified in Question 2? (In your board, staff, and volunteers)                         |         |
| 5. Do the groups/communities you identified in Question 2 hold positions of power in your organization? (C-suite, executive director, chair of board, president, etc.) |         |



## Definitions

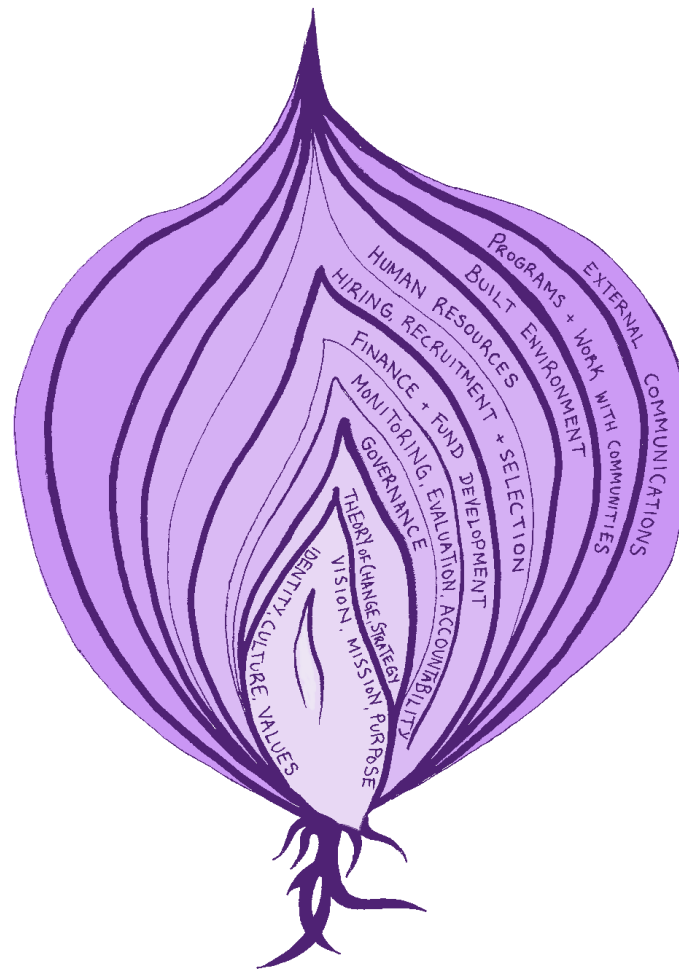
**Diversity** refers to the wide array of differences among people and their perspectives on the world. Diversity is an important organizational goal in its own right, but it may or may not be linked to the issue of equity. A diverse workplace is not necessarily an equitable workplace. Nor does the presence of people who are diverse necessarily produce decision-making that optimizes results for the groups their diversity reflects. (Race Matters Institute)

**Inclusion** is reflected in the ability of diverse peoples to raise their perspectives authentically, and for those voices to matter and impact decisions, where the organizational culture has been enabled for that to happen. Inclusion promises a broader view of the world and a more democratic process of decision-making. Inclusion is an important organizational *process* goal, but it does not on its own guarantee equity in an organization's mission-critical *results*. (Race Matters Institute)

**Equity** refers to achieved results where advantage and disadvantage are not distributed on the basis of age, ethnicity, culture, disability, economic status, gender, nationality, race, religion, sexual orientation and transgender status, etc. Strategies that produce equity must be targeted to address the unequal needs, conditions, and positions of people and communities that are created by institutional and structural barriers. Equity requires a set of informed policies and practices, intentionally designed to promote opportunity and rectify disparities, as well as informed people positioned to implement them effectively. (Adapted from Race Matters Institute)

**Equity-seeking groups** are communities that face significant challenges in participating fully in society. This marginalization could have historical, social or economic origins. These communities can also be disadvantaged due to discriminations based on **age, ethnicity, culture, disability, economic status, gender, nationality, race, religion, sexual orientation and transgender status, etc.** The decline of upward mobility and social capital in an individual or collectivity is further aggravated when these characteristics co-exist and intersect, particularly when economic disadvantages are present. (Canada Council for the Arts, Equity Policy)

## Organization as an Onion Model



We found the Onion Model of organizational development helpful for visualizing the different levels of an organization. This onion model is from INTRAC, the International NGO Training and Research Centre and has been adapted at CommunityWise.

In the 'organization as an onion' model, different areas of an organization are pictured as different layers of the onion. Some of these dimensions are at more of the core of the onion, and some are more on the surface - they aren't always in the same order. The important point is that work needs to be done at all levels for organizational change to happen.