# TI-ROC CLIMATE OF EQUITY ASSESSMENT

**Tool Purpose:** This tool was created to assist organizations in assessing their current climate to understand and improve diversity, equity and inclusion practices. The information gathered from this assessment will aid organizational leadership and staff in process improvement activities including modifications, and subsequent supports that may need to be engaged in to create safe and equitable spaces for staff.

**Tool Completion:** This tool should be offered to be voluntarily completed by all staff. Take steps to ensure staff's responses remain anonymous.

**Tool Directions:** Complete the assessment below.

*Definitions:*

| | |
|---|---|
| *Climate* | *Shared perceptions of a group that is shaped by leadership* |
| *Institutional Racism* | *Occurs within institutions and systems of power. It is the unfair policies and discriminatory practices of particular institutions (schools, workplaces, etc.)*<br><br>*Source: Race Forward, Moving the Race Conversation Forward* |
| *Cultural Responsiveness* | *The ability to learn from and relate respectfully with people of your own culture as well as those from other cultures.*<br><br>*Source: National Center for Culturally Responsive Educational Systems (NCCREST)* |
| *Communities of Color* | *A term used primarily in the United States to describe communities of people who are not identified as White, emphasizing common experiences of racism.*<br><br>*Source: OEHR* |

*Rank your level of agreement with the following statements regarding the culture and climate of this organization.*

| | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) |
|---|---|---|---|---|---|
| I like working here | | | | | |
| I understand how to be successful in my role here | | | | | |
| I am treated with respect here | | | | | |
| I am safe to be myself here | | | | | |
| My culture is respected here | | | | | |
| My voice is heard here as equal | | | | | |
| I can openly and honestly address issues, questions, or concerns I have regarding cultural, historical and gender identity and expression with my supervisor | | | | | |
| I can approach anyone in a leadership position within the organization to have an open discussion about issues, questions or concerns I have regarding cultural, historical and gender identity/expression equity without fear of negative repercussions | | | | | |
| I feel comfortable making statements that include phrases such as, but are not limited diversity, equity, inclusion, systemic racism, racism, historic and contemporary racism, racial trauma, police brutality, inequality, homophobia, transphobia, islamophobia, sexism, ableism. | | | | | |
| The organization's policies and procedures are part of a continuous quality improvement process to detect and challenge implicit bias | | | | | |
| I think that the organizational supervisors and leadership are culturally humble | | | | | |
| I think everyone is treated equally regardless of race, gender, or other cultural designations | | | | | |
| I can have open and honest conversations regarding culture, history and/or gender-related issues throughout all organizational/staff levels without punishment or judgement | | | | | |
| I have an understanding of how my role is important in addressing institutional racism at this organization and can articulate this to others. | | | | | |
| I understand how my work is connected to the broader equity vision of the organization's mission and strategic goals | | | | | |

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Management and leadership regularly seek my input regarding cultural, historical, and gender equity work, including questions regarding work climate and culture

I am presented with professional development opportunities to build capacity to implement cultural, historical and gender equity and responsiveness goals

Communities of color and historically disenfranchised communities (individuals with disabilities, gender/sexual minorities, etc) are involved in decisions that impact them directly (whether collectively or as individual communities)

The organization has process or quality goals related to diversity, equity and inclusion that we measure regularly

The organization has a values statement around equity that I am able to define and explain

*Please provide information that will assist in the planning for this work below:*

What do we need to keep doing in regards to creating a culture of equity ?

What do we need to change doing in regards to creating a culture of equity?

What do we need to start doing in regards to creating a culture of equity?

What do we need to stop doing in regards to creating a culture of equity?

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