

Equity Audit

CHECKLIST



DATE: _____

| No | 10 QUESTIONS EVERY BUSINESS/ORGANIZATION MUST ASK | |
|----|--|--|
| 1 | Does our leadership reflect the communities we serve? | |
| 2 | Are our policies unintentionally creating barriers for marginalized groups? | |
| 3 | Do we have a structured process for including community voices in decision-making? | |
| 4 | Have we measured the impact of our policies on different demographics? | |
| 5 | Do our hiring practices support diverse and inclusive recruitment? | |
| 6 | Do we have a clear, measurable equity strategy embedded in our organization's mission and goals? | |
| 7 | Are marginalized communities actively involved in shaping and evaluating our programs, policies, and services? | |
| 8 | Do our policies and procedures account for the unique barriers faced by underrepresented groups? | |
| 9 | Are we collecting and analyzing disaggregated data to assess disparities and measure progress? | |
| 10 | Have we allocated sufficient funding and resources to ensure equity efforts are sustained over time? | |

SCORING SYSTEM



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SCORING SYSTEM

EACH QUESTION IS ANSWERED WITH:

YES (2 POINTS) - WE HAVE THIS FULLY IMPLEMENTED

SOMEWHAT (1 POINT) - WE'VE STARTED BUT NEED IMPROVEMENT.

NO (0 POINTS) - WE DON'T HAVE THIS IN PLACE.

TOTAL POSSIBLE SCORE: 20 POINTS (10 QUESTIONS X 2 POINTS EACH)

SCORE BREAKDOWN:

0-7 POINTS = CRITICAL GAPS

YOUR ORGANIZATION HAS MAJOR EQUITY GAPS THAT MAY BE NEGATIVELY IMPACTING COMMUNITIES. IMMEDIATE ACTION IS NEEDED. CONSIDER CONDUCTING A FULL EQUITY AUDIT AND IMPLEMENTING A STRUCTURED STRATEGY.

8-14 POINTS = NEEDS IMPROVEMENT

YOU ARE MAKING PROGRESS, BUT THERE ARE STILL SIGNIFICANT AREAS TO STRENGTHEN. A TAILORED PLAN CAN HELP ADDRESS THE SCABS AND ENSURE POLICIES ARE MORE EQUITABLE.

15-20 POINTS = STRONG FOUNDATION

YOUR ORGANIZATION HAS A SOLID EQUITY FRAMEWORK IN PLACE! HOWEVER, ASSESSMENT AND ADJUSTMENTS ARE KEY TO MAINTAINING LONG-TERM IMPACT. CONSIDER DEEPER EVALUATIONS AND CONTINUOUS IMPROVEMENT STRATEGIES.

CALL TO ACTION (CTA):

HOW DID YOUR BUSINESS OR ORGANIZATION SCORE?

IF YOUR SCORE IS 7 OR BELOW, LET'S SCHEDULE A FREE CONSULTATION TO DISCUSS AN ACTION PLAN.

IF YOUR SCORE IS BETWEEN 8 AND 14, I CAN HELP YOU REFINE YOUR STRATEGIES AND MAKE SUSTAINABLE IMPROVEMENTS.

IF YOU SCORED 15 OR ABOVE LET'S EXPLORE HOW YOU CAN SUSTAIN AND EXPAND YOUR IMPACT!

SCHEDULE YOUR FREE CONSULTATION NOW!