

Nonprofit Training Series:

Module #2 Highlights of Advancing Racial Equity; and Core Competency Self-Assessment & Growth Opportunities



Description: Apply a Racial Equity Lens: Foundational Concepts and First Steps.

Learning Objectives for Participants:

- Improve knowledge about the meaning and significance of applying a racial equity lens and related terms.
- Better understand how to assess one's agency's infrastructure and programs for effective equity development.
- Gain insight on how to integrate racial equity efforts into other agency priorities.
- Advance learning about common obstacles to implementing effect strategies and how to overcome them.

Core Competencies: □ Encourages cultural competence; □ Has practices & policies that strengthen organizational DEI; □ Has programs aimed to reduce disparities & advance DEI; □ DEI work integrated throughout culture & infrastructure; □ Commitment to continuous learning on further embodying DEI.

Self-Assessment & Growth Opportunities

Directions: Use the chart to rate your agency on its skills possessed (S) and its application (A) of Core Competencies addressed in this Module. Ratings range from 1 to 10, with 1 equating to No Skills and Application and 10 - Highly Effective Skills and Application. Then, based on these ratings, identify growth opportunities you/your agency may want to pursue. **Note:** The assessment is solely for your use, to help: (1) consider your agency's readiness to complete a qualified application; and (2) identify potential areas of growth you/your agency may explore. Please retain your Self-Assessment & Growth Opportunities document to inform your work in Module #5: Strengthening Your Strategic Planning Process.

Skills & Application												Growth Opportunity & Strategy
Agency Core Competency	(S/A) Scale:	1	2	3	4	5	6	7	8	9	10	
<i>Ex: Cultivates/prioritizes DEI</i>			A		S							Better prioritize DEI; gain Board commitment for making DEI a priority
Encourages cultural competence, meaning one's ability to understand, communicate with & effectively interact with people across cultures.												
Has practices & policies that strengthen organizational diversity, equity & inclusion (DEI).												
Has programs aimed to reduce disparities & advance DEI.												
DEI work is integrated throughout organizational culture & infrastructure.												
Commitment to continuous organizational learning on how to further embody DEI.												

Notes: _____