

STANFORD LAW SCHOOL
LEVIN CENTER FOR PUBLIC SERVICE AND PUBLIC INTEREST LAW
LEADERSHIP PIPELINE AND SUSTAINABILITY PROGRAM

Session #3: Building Organizational Capacity Around Diversity and Inclusion

PROGRAM SELF-ASSESSMENT TOOL*

Instructions: Select one program that you are involved with and draft answers to the questions listed below.

Community Collaboration and Engagement

1. What is the name of the program and what are its objectives?
2. Which community or communities does this program impact?
3. What information did you gather about the community or communities this program seeks to serve and/or empower that supports your objectives?
4. How does this program promote active collaboration and engagement with the community or communities this program seeks to serve and/or empower?
5. How does this program intentionally reduce or remove obstacles that might stand in the way of effectively collaborating with and engaging the community or communities this program seeks to serve and/or empower?
6. If you were a member of the community or communities this program seeks to serve and/or empower, how would you perceive this program?

Education and Equity Promotion

1. Who are the key audiences this program seeks to educate about the equity issues faced by the community or communities this program seeks to serve and/or empower?
2. How does this program involve the community or communities this program seeks to serve and/or empower in education and equity promotion activities?
3. What are the strategies this program utilizes to communicate and educate about the history and current realities regarding structural inequities and the opportunity gaps that continue to face under-represented groups and minorities?

Goal Setting and Accountability

1. Does this program have clear goals and measurements established for eliminating inequities faced by the community or communities this program seeks to serve and/or empower? How will you measure success?
2. Does this program have an approach to how to adjust goals to address changing community needs, demographics, or political/policy circumstances?
3. What additional information could be gathered to strengthen this program?
4. To whom is this program accountable? How is accountability pursued?
5. What might be unintended negative consequences of this program?

Social Justice Mission and Vision

1. How does this program advance your organization's mission, vision, and/or strategic plan?
2. How does this program increase opportunity or access for individuals and communities facing historical exclusion?
3. How does this program advance systemic change and structural obstacles to equity?

*This tool was developed and adapted from materials created by the Annie E. Casey Race Matters Toolkit and the Puget Sound Educational Service District Racial Equity Tool: Policy Review Worksheet