Anti-Racist Organizational Assessment
Catalyst Project ::: www.collectiveliberation.org

This is a set of questions for helping examine where you are centering racial justice in your work. As well as where are you not, and why, and what is contributing to making that difficult to shift. Organizational assessments take a lot of skill, practice, and humility. It's normal for this to be difficult for a variety of reasons, including that we often need external feedback to get a more accurate view of ourselves and our organizations. Please figure out who you would need to consult in order to answer these questions fully, for some of these questions you might need to be conversation with people who have had conflict in the organization especially conflict around race.

- **Goals, Strategy and Vision**
    - In what ways are racial justice and decolonization in the goals, strategy and vision of your organization? In what ways will the success of your work advance racial justice and/or decolonization? What is going well here? Where is there room for growth?
    - To what extent do your main strategies build power (number of people taking action, level of commitment and political leadership, stronger relationships, ability to impact structural change) towards racial justice? What is going well here? Where is there room for growth?
    - If your group focuses on organizing white people, how are you ensuring you're building power for racial justice and not white power? (we don't mean overtly white supremacist, we mean building greater political power in white communities that isn't actively combating white supremacy)
    - If your work focuses on communities within the US, are there ways that you connect to struggles in the Third World? How do you understand your work's potential contributions to racial justice and decolonization internationally? Are there ways you could do that better or with more impact?
    - If there is significant leadership of race and class-privileged people in your organizing, where are you getting feedback on strategy and direction from communities of color and working class communities?
- **Leadership and Leadership Development**
    - What are some of the most powerful ways your organization is developing anti-racist leaders, formally and informally?
    - How much of a priority is it for your organization to develop the leadership of people of color, indigenous people, poor and working class people, and

anti-racist white people? How are you doing at this? What is going well and where is there room for improvement?
- Look at who is in formal and informal leadership in your organizational work. Who is represented and who isn't? What political values are held by the people who are in leadership?

- **Accountability**
  - Who do you consider yourself/your organization to be accountable to around racial justice?
  - Do you/your organization have a political compass that helps you discern whose leadership you are accountable to? How would you describe it? How is it actively developed?
  - To what extent are the politics you/your organization feel accountable to rooted in the liberation struggles of oppressed people, including people of color, indigenous people, people in the Third World, poor people, women, queer and trans people, and people with disabilities? Where could the politics you/your organization are accountable to benefit from stronger intersectionality and internationalism?
  - What does your accountability look in practice? What is going well? Where is there room for growth? What kinds of feedback are you getting? Are you soliciting feedback and who from?
  - What have been your struggles around accountability?

- **Alliances and Partnerships**
  - Who are your community/organizational partners? How do dynamics around privilege or oppression impact those partnerships?
  - If you partner with majority-white organizations, to what extent are you supporting them to bring a racial justice approach?
  - To what extent are you proactively supporting the leadership of organizations in communities of color working against institutional racism and/or colonization?

- **Organizational Culture**
  - Who sets the cultural norms in your organizing? Who do these norms welcome and encourage, and who might be discouraged?
  - Has your organization experienced internal and/or external conflict around race and racism? How was this responded to? What went well? What would you do differently next time?
  - If you are in a majority-white organization, is that intentional? If not, what cultural and political factors may be contributing?