Equity Framework Template

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Key Components

The items below are informed by CultureBrokers' experience helping more than 100 organizations work toward immediate and sustainable improvement.

1. Profile

- Name of your organization.
- Identify who officially adopted the improvement plan (board, senior leadership team, etc.)
- Date your improvement plan was officially adopted.
- List of who worked on the improvement plan (names, titles, and departments)
- Your organization's mission, vision, values.

2. Equity Statement

Search the internet for examples and inspiration – there are many! In CultureBrokers' opinion, a good equity statement includes the following components:

- Recognition of socio-economic disparities at the societal and institutional levels.
- Recognition of systemic and institutional contributions to disparity – both historical and current.
- Explanation of what the organization understands to be drivers of those disparities.
- Recognition of the organization's role in relation to
- those disparities.
- Relevance of those disparities to the organization's mission and activities.
- Statement of any related moral/ethical beliefs or values held by the organization.

3. Commitments

For example:

"We fully commit to the long-term work of becoming culturally competent, welcoming, and inclusive of all people both within and outside our organization, as well as in the range of issues and challenges that we engage in, including (but not limited to):

- Supporting, engaging, and including people of different racial, ethnic, cultural, economic, age, and religious backgrounds, physical and cognitive abilities, gender identities, and sexual orientations. [Include characteristics the organization has identified as meaningful and will pay attention to.]
- Reaching beyond our traditional allies and constituencies.
- Entering intercultural relationships with humility, prepared to listen, learn, follow their lead, and adapt our methods and practices to achieve mutual benefit.
- Recruiting, hiring, retaining, and developing culturally competent staff whose demographics more closely mirror those of our [specific service area] communities.
- Recruiting, retaining, and developing culturally competent board members and other volunteers whose demographics more closely mirror those of our [specific service area] communities.

4. Principles

These are the minimum principles that should be front and center when executing on equity initiatives:

- Using disaggregated data and information
- Making data-driven decisions
- Leveraging existing assets
- Using the organization's authority
- Making policy changes
- Using equity to balance other factors in making decisions

5. Background

Provide a description of your organization's diversity, equity, and inclusion (DEI) journey. Tell readers how the organization came to this point in its evolution.

6. Definitions

Include a glossary of terms you use in your organization and specifically related to your DEI work. Get a set of sample definitions at https://bit.ly/3Q8kpjI

7. Theories of Change

Include one or more models for how your organization believes   people and organizations become more culturally competent, improving their ability to deliver equitable outcomes. Consider philosophies and structures that will help guide your workforce and help your audience understand how your organization expects the change to happen. You should provide frameworks for the areas below. The frameworks should align with or complement each other.

- Individual development/personal change
- Social interaction/interpersonal relations
- Organizational improvement
- Performance excellence

Take the next step and create an Equity Strategic Action Plan. Get your free template at https://www.culturebrokers.com/esap-template

ASSESSMENTS

DIAMOND INCLUSIVENESS ASSESSMENT®

The **DIA** considers 64 organizational behaviors via a 15-20-minute online survey and set of facilitated debriefings. A curated group of culturally diverse stakeholders (employees, program participants, partners, vendors, funders, etc.) think about observable policies, practices and situations clustered within eight dimensions (Built Environment, Cultural Capital, Financial Investment, Human Development, Natural Environment, Political Capital, Social Capital, and Spiritual Capital). The DIA comes as a package of products and services that include the survey, templates, advice, Gap Report, facilitated debriefing of participants, a Gap Analysis workshop for senior leaders and advice developing an improvement plan. Since its launch in 2014, twenty-one Twin Cities organizations, co-ops and agencies have used the DIA to promote system thinking and establish clearly defined goals. It is undergoing independent validation and verification.

INTERCULTURAL DEVELOPMENT INVENTORY®

The **IDI** considers individual intercultural competence — a person's capacity to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities. It is an online questionnaire that can be completed in 15-20 minutes. The IDI comes as a package of products and services that include an introductory presentation; the questionnaire; individual reports, Individual Development Plans with personal feedback session; and a group report with a group feedback session. IDI results can be used to help develop the cultural competence of individual members, so they can be as effective as possible in crafting, evaluating and executing your organization's diversity, inclusion and equity efforts. Since its launch, thousands of individuals and groups have used the IDI to make sense of cultural differences and how they respond to those differences. The tool is based on the Developmental Model of Intercultural Sensitivity, Milton Bennett's explanation of how people construe cultural difference.It has been rigorously tested and found to possess high cross-cultural validity and reliability.

CULTURAL INTELLIGENCE ASSESSMENT®

The **CQ** Assessment measure an individual's capability for working and relating across cultures. Participants complete the assessment online and receive a personalized feedback report that compares their CQ with the worldwide norms, helps them interpret the feedback, and guides them through the process of creating a personal CQ Development Plan. Organizations receive group reports that summarize the scores for an overall group of participants, compare these scores with the worldwide norms, and offer suggestions for how to use the feedback. Multi-Rater Assessments (360 degree) are also available at an additional cost.

DIAMOND INCLUSIVENESS SYSTEM

JOURNEY MAP

START

1. Develop your **Detailed Project Plan**

2. Establish your **Equity Framework**

3. Set your baseline with an **Assessment**

3 months

4. Create your **Equity Strategic Action Plan (ESAP)**

6 months

5. Create & use your **ESAP Dashboards**

6. **Implement** your ESAP

7. **Network** with your peers

12 months

8. Report results, assess, and **Learn**

9. **Institutionalize & Integrate** what works

18 months

10. Update your **ESAP**

11. Implement your **ESAP**

24 months

12. Re-measure with the same **Assessment**

13. **Re-Iterate**