

Equity Skills Assessment: You & Your Organization

Assessment Guidance: *The purpose of this self- & organizational assessment is to begin a dialogue; it is in no way evaluative.* Each row discusses a particular skill area or capacity in four domains: Overall Strength, Amount of Training/ Intentional Study, Frequency of Practice, and Overall Importance in Life and Decision-Making and uses a likert-like scale (0= lowest/ least; 5= highest/ most) to assess the domain. The totals for each row are designed to offer a point of comparison among skill areas and between personal and organizational capacity. Finally, it should be noted that this would NOT be the [pre-assessment used during the workshop series](#) for purposes of baseline assessment and differentiation.

You!					
	How strong are your skills in this? (0-5)	How much training have you had in this? (0-5)	How often do you intentionally practice this? (0-5)	How important is this to you? How much does it inform your decision-making? (0-5)	Total
Reflection & Self-Awareness					
Generous Listening					
Curiosity & Openness					
Emotional Intelligence & Self-Regulation					
Resilience					
Cultural Competence					
Conflict Resolution & Interrogative Negotiation					
Understanding Power Dynamics: Privilege & Marginalization					
Collaborative Problem-Solving					
Owning Your Own Behavior & Choices					
Apologizing & Making Restitution					
Dismantling & Rebuilding Systems for Equity					

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Your Organization					
	In general, skillful do you think the people in your organization are in this area? (0-5)	How much training has your organization offered targeted at this skill area? (0-5)	How often does your organization set aside time for and/or intentionally practice this? (0-5)	How important is this to your organization? To what degree does it inform decision-making? (0-5)	Total
Reflection & Self-Awareness					
Generous Listening					
Curiosity & Openness					
Emotional Intelligence & Self-Regulation					
Resilience					
Cultural Competence					
Conflict Resolution & Interrogative Negotiation					
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