

## ASSESSMENT TOOL

### Race, Peace and Power

#### **Instructions:**

1. In the column labeled "Score," score each item as follows: 1=Does not occur, 2=Needs work, 3=Does adequately, 4=Does well, 5=Does exceptionally well
2. In the row labeled, "How is this demonstrated?" provide examples of what you are currently doing with regard to the item above.
3. In the column labeled with an asterisk (\*), put an asterisk (\*) next to the item that is your first priority for future work.

CURRENT ASSESSMENT		
	Score	*
We track the changing demographics of our community and use that information to inform our work.		
<i>How is this demonstrated?</i>		
We engage a racially diverse mix of individuals as participants and leaders in our work.		
<i>How is this demonstrated?</i>		
We discuss race and racism and understand its impact on our current work and our ability to achieve our legacy.		
<i>How is this demonstrated?</i>		
We recognize racism as a form of violence and value racial equity and peace.		
<i>How is this demonstrated?</i>		

<b>CURRENT ASSESSMENT</b>		
	<b>Score</b>	<b>*</b>
We examine whether and how our norms, policies and practices disproportionately affect people of color in our community.		
<i>How is this demonstrated?</i>		
We examine whether and how our norms, policies and practices disproportionately advantage white people in our community.		
<i>How is this demonstrated?</i>		
We raise awareness in our community about racial disparities as they relate to violence and peace.		
<i>How is this demonstrated?</i>		
We develop or modify institutional practices and protocols to support racial equity.		
<i>How is this demonstrated?</i>		
We address the political, economic and social structures that produce and maintain racial disparities.		
<i>How is this demonstrated?</i>		