As a leader in your organization, we invite you to take the second step in your organization’s journey—developing an honest understanding of your starting point.

Taken from the Eastside Pathways Equity Pledge Continuum, this abbreviated self-assessment will help you identify where your organization’s actions are placed across the Continuum. In the self-assessment, we begin with a focus on two important levers of the Continuum—community engagement and decision-making.

**CHANGE IS STAGNANT:** Equity is not a reality. Color blindness, White supremacy, and anti-Blackness are routine. There is an unwillingness or lack of value for sharing power.

- Community members are informed of our work. We may use them to validate our existing decisions.
- Decisions are made internally by organizational leaders. We may include leaders at multiple levels, e.g., frontline, middles and executive.
- We/I have an equity pledge signed by operational and/or policy decision-makers.

**CHANGE IS PROGRAMMATIC:** Some parts of the organization are more equitable. People understand and apply skills. Inclusion addresses discrimination, but not racism. Power is shared internally. Harm is reduced and equity is being increased.

- Community members are consulted in our efforts and decision-making. We may have begun to involve them in the work we do and the decisions made related to this work.
- Decision-making processes include leaders at multiple levels of the organization and input from the community. Our processes may be standardized to involve community in decision-making.
- We have an equity pledge signed by operational and/or policy decision-makers and organizational leaders.

**CHANGE IS SYSTEMIC:** Equitable processes exist across the organization’s systems. Inclusion addresses race-based and all other forms of discrimination; equity is used to transform individuals’ experiences and systems through shared power.

- Community members are collaborated with in the work we do and decision-making.
- Decisions are made internally by organizational leaders at multiple levels in collaboration with community.
- We have an equity pledge signed by operational and/or policy decision-makers, organizational leaders and our community members.

For more insight into how your organization is doing, spend time with the Eastside Pathways Equity Pledge Continuum. Check out our FAQ if you still have questions about using this tool!