



# EQUITY ASSESSMENT

# Moving from Transaction to Transformation

Uncovering the foundational  
practices that thwart or catalyze  
sustained measurable individual  
and institutional equity



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# The following are Marnita's Table Equity Assessment classifications across key measurable words, actions and behaviors.

Together, as we grow our collaborative relationship, our teams will collectively assess if and how your organization is delivering on its stated equity, diversity and inclusion goals.

Our collaborative assessments may be at the opening, middle and close of a project or as-needed depending on the parameters of our work together.

**This tool is meant to support you to:**

**Self-reflect** on your individual and organizational growth in the practice of equity; and

**Receive feedback** from our IBPOC organization in order to foster behaviors that cultivate an environment where IBPOC want to bring their best authentic selves into an equitable partnership with your organization.

You will receive a link that will allow both your team and our team to honestly and anonymously assess whether you are progressing towards your goals. The behaviors laid out herein are foundational to achieving ALL of your equity goals.

**Equity is not a feeling, it is reflected in how you and your team show up in the world.**

# Encompassed in your scores are:

## How you work with us.

If we are working with you, you've recognized that you need our expertise and professionalism. Does that make you feel comfortable or disquieted? Equity work is deep work. It requires consent and commitment on both of our parts.

Reflect: Are you listening to our advice? If yes, are you finding it difficult or easy? If no, why not? What does it look and feel like for us to work together respectfully? Are you changing your behaviors by making your dominant culture organizational structures more welcoming? Do you continually challenge our recommendations? Why or why not? What is YOUR role in this process? Are you demonstrating what it means to authentically make space: to value the voices, needs and experiences of IBPOC?

For this metric two things will be assessed: 1. your ability to collaborate with and value IBPOC; and 2. are your actions bringing you closer to your equity, diversity and inclusion goals?

## Rendering the invisible visible.

Is it possible for you and your organization to consistently act with equitable intention relative to your business practices? Why or why not? Are there any opportunities that help ensure that your dominant culture organization is opening doors for IBPOC individuals and organizations? Are there any hidden limiters in your contracts or business practices that are getting in the way of equitable relationships? Have you made any changes that would make your organization or initiative more accessible for IBPOC participation? If no, why not?

For this metric we will evaluate the parts of your organization that are not traditionally viewed through an equity lens but may be having a negative impact on consistently moving towards your equity goals.

**Self-Assessment  
+ Partner Assessment**

# Overheard/Expressions of Equity Practice Level

**"We are a capitalistic society.  
What we value, we pay for."**

Lissa Jones

LEVEL

1

"We want change, but not if we have to do anything differently. Your way makes us extremely uncomfortable. We insist you conform to our norms. I asked 8 people who said they don't think your recommendation is a good idea. Our timeline is set in stone. If you don't adhere to the schedule we set three years ago without consulting you, then you and other IBPOC will lose their opportunity to have their voices heard. We have little to no budget for equity work. Let's keep this under the radar. No."

**Never or rarely practices the words, actions and behaviors of equity/authentic welcome.**

LEVEL

2

"We want to be seen as being very inclusive, that's why we have an equity statement. But we aren't comfortable making waves or making anyone from the dominant culture feel uncomfortable. We need perfection and instant results. Our working together is viewed as a risk. We are being watched. We have a very small budget and want guaranteed results regardless if we make changes ourselves. No."

**Rarely or intermittently practices the words, actions and behaviors of equity/authentic welcome.**

LEVEL

3

"We know equity, diversity and inclusion takes work and that sometimes we will be uncomfortable. We are committed to making room for new ways of doing things to ensure IBPOC feel welcome even when it's not easy. Being able to work well cross-culturally is a core competency that all of our employees/partners are expected to practice. We know that this will take both time and budget. Most of our key leaders and manager are committed to this work. Yes."

**Works towards consistently and enthusiastically practicing the words, actions and behaviors of equity/authentic welcome.**

LEVEL

4

"We are all better and more successful when we value and embrace the voices, stories, excellence and authenticity of IBPOC partners and communities. We appreciate your willingness to share what works best for you and your communities. We don't have to solve this overnight. We have time to build trust and strong relationships across difference. We are willing to invest both the time and money it takes to achieve equity. Our leadership is committed to this work. Yes."

**Consistently and enthusiastically practices the words, actions and behaviors of equity/authentic welcome.**

# Equity Assessment

## LEVEL OF TRUST

**Time + Consistency = Trust**

### LEVEL 1

#### **Low level of trust.**

Demonstrates low level of respect for advice, professionalism and expertise of IBPOC partners and community members. Extractive of and from communities of color. Unwillingness to stand as an ally. Protects dominant culture institutional and individual comfort even when such behaviors get in the way of stated organizational or initiative goals. Does not share or expand the wealth and wellbeing of IBPOC.

### LEVEL 2

**Trust is transactional, uneasy and only granted if there is some benefit to dominant culture organization or individuals.** Tolerates collaboration only if IBPOC partners and community members agree to be subordinate to dominant culture institutional and individual norms.

### LEVEL 3

**Works on building and maintaining a high level of trust across difference and status levels.** Welcomes IBPOC to share their expertise and recommendations even when the advice might be uncomfortable for either dominant culture individuals or the organization. Challenges dominant culture institutional and individual comfort in order to ensure the safety, inclusion and authentic contributions of the voices, bodies and time of IBPOC. Expectations are transparent and achievable. Lifts up the voices and work of IBPOC partners as exemplary, worthy of investment and respect.

### LEVEL 4

**High level of trust.** Consistently and proactively demonstrates high level of respect for professionalism and expertise of IBPOC partners and community members. Works toward increasing the wealth and health of IBPOC partners and communities.

# Equity Assessment WORK DYNAMIC

LEVEL

1

**Working together is stressful.** IBPOC partners and community members constantly required to defend their recommendations. Expectations continually shift or are set for the arbitrary pleasure and comfort of dominant culture individuals and/or institutional preferences. Uses IBPOC as jungle gyms for personal growth instead of systemic change. Timelines are set without consideration of IBPOC ability to be present and available. Constant demand for proof of effectiveness. Reactive instead of proactive.

LEVEL

2

**Working together is uncomfortable.** IBPOC feel used and undervalued. IBPOC partners and community members feel over-managed and scrutinized. Frequently dismisses the advice, recommendations, professionalism and expertise of IBPOC partners and community members. Proffers the illusion of equity through deploying extractive, non-reciprocal almost-impossible-to-achieve, equity goals. High level of discord. Often rejects opportunities to stand in solidarity.

LEVEL

3

**Working together is comfortable.** Demonstrates high level of respect for professionalism and expertise of IBPOC partners and community members even when uncertain. Is willing to take risks and to challenge longstanding norms to make the relationship more welcoming and comfortable for IBPOC. IBPOC partners feel heard, seen and valued.

LEVEL

4

**Working together is a joy.** Partners feel heard, seen and valued. Timelines are built collaboratively in response to the needs, lived experiences and preferences of IBPOC. Lifts up narrative, storytelling and other forms of IBPOC measures of effectiveness and expression. Willing to change processes and practices that create barriers for IBPOC to access opportunities. Proactive.

# Equity Assessment

## DOMINANT CULTURE BEHAVIOR

LEVEL

1

**IBPOC voices and concerns are suppressed** because dominant culture organization supports and encourages one or two powerful gatekeepers to screen and/or censor the flow of information. Treats outspoken IBPOC as threats to status quo and acts to marginalize and limit their impact and voice.

**Reaction » Anxiety.**

LEVEL

2

**Protects dominant culture institutional and individual emotional comfort at the expense of material needs and requests of IBPOC individuals and organizations.** Dominant culture organization allows one or two powerful gatekeepers to screen and/or censor the flow of information so that IBPOC voices and concerns are dismissed and not taken seriously.

**Performance » Impatient.**

LEVEL

3

**Continually seeks to be in reciprocal transformational relationship with IBPOC individuals and institutions.** Is working on consistently standing in solidarity and allyship with IBPOC institutions and individuals.

**Proaction » Patient.**

LEVEL

4

**Continually practices allyship and solidarity.** Voluntarily challenges dominant culture institutional and individual comfort in order to ensure the safety, inclusion and authentic contributions of the voices, bodies and time of IBPOC. Expectations are co-identified, transparent and achievable. Actively shares access and opportunities for IBPOC partners. Equity is a consistent embodied practice and not just words on paper.

**Intention » Perseverance**