

Strategic Approaches for Becoming a More Culturally Responsive Organization

Great achievements are not born from a single vision but from the combination of many distinctive viewpoints. Diversity challenges assumptions, opens minds, and unlocks our potential to solve any problems we may face. -- Source Unknown

Readiness Assessment

1. Approximately what percentage of people in your organization are your allies in social justice work (those who are/will most likely support your efforts)? _____%
2. List 1-4 people you can partner with to start and sustain the work. What strengths do they bring?

3. List people who are gatekeepers (control access to services, information, meeting time, etc.). Identify ways that they might support or hinder to your success.

Build Consensus

1. With your partners, invite people to come together to discuss concerns.
2. Establish norms for conversations and guiding principles for the work.
3. Determine your goals and desired outcomes.
4. Speak with board members, leadership, middle management and other gatekeepers.
5. Identify a person within a position of power/authority who you can report results to, discuss next steps, challenges, successes, etc. and who will help push for systems change.

Identify Broad Outcomes & Data Mining

1. Look at your data. What does it tell you? Where are the entry points?
 - ◆ Survey staff and clients
 - ◆ Hold focus groups
 - ◆ Collect empirical data
 - ◆ Assess what is being done and has been done
2. Agree upon clear and measurable outcomes.

Determine Your Priorities

1. Agree on an area of focus.
2. Think about the small wins and big impacts.

Develop an Action Plan

1. Develop a strategic plan with clear objectives and indicators of success. This plan should become a part of the organization's larger strategic plan.
2. Solicit members outside of the Equity Team to participate in the planning.
3. Develop a statement of purpose that connects with the organization's mission but is specific to your equity and social justice work.
4. Assess your resources needed and available to carry out your plan.
5. Seek opportunities to partner with other organizations in your community.
6. Develop an advisory committee.
7. Include Culturally Relevant Professional Development (CRPD) in your Action Plan.

Implement & Evaluate Your Plan

1. Publish on-going evaluations of progress by reporting in staff meetings, on your website, etc.
2. Schedule updates from lead people on status.
3. Identify challenges and barriers to success.
4. Adjust or change the plan as needed. (Review each of these steps to evaluate your plan).

Celebrate

1. Celebrate your accomplishments.
2. Publicly acknowledge people's efforts.

Suggestions for Getting Started

1. Hold culturally relevant professional development (CRPD) brown bag lunches.
2. CRPD specific to leadership.
3. CRPD specific to staff.
4. CRPD with staff and leadership.
5. Develop a calendar of on-going CRPD facilitated by staff and community.
6. Examine curriculum, brochures, policy, procedures, resources, the environment and all aspects of the organization for anti-bias and multicultural content.
7. Include client voice in the process.
8. Ask organizations in your community to donate time, money, and resources to support your work.
9. Invite community to participate with you in CRPD.
10. Have a corkboard, webpage, or e-newsletter with upcoming conferences, trainings and other culturally relevant resources.
11. Host a panel of diverse voices and experiences to present information about their culture.
12. Videotape best practices in your organization and develop a workshop around it.
13. Create a system for orienting new staff.
14. Order culturally relevant books, videos, and other resources that can be shared throughout the organization.

Adapted from the Six Steps of *THE MARINER MODEL for Health-Promoting School Communities*