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Organizational Assessment

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The following questions may be used to assist organizational leaders and stakeholders conduct a comprehensive racial equity self-assessment.

1. What is the racial composition of the Board of Directors?
2. What is the racial background/identity of Board Chair?
3. What is the racial composition of the Executive Committee of the Board
4. What is the history of the racial composition of the Board?
5. How does or has the racial composition of the Board contributed to and/or shape the policies that guide the organization?
6. How does or has the racial composition of the Board contributed to and/or shape the culture/climate of the organization?
7. How does the racial composition of the Executive Committee of the Board inform or shape the interactional dynamics of the Board? Of the organization?
8. How has the history of the Board's racial composition contributed to the racial hiring practices, policies, procedures and overall racial climate of the organization?
9. What is the racial background/identity of the ED/CEO/President of the organization?
10. What is the racial composition of the Senior/Executive Management Team of the organization?
11. What is the racial composition of the Middle Management of the organization?
12. What is the racial composition of the Line Staff of the organization?

13. What is the racial composition of the Maintenance Staff of the organization?
14. How, and to what extent, is the Maintenance Staff included and/or excluded from the mainstream of the organizational culture?
15. How do the aforementioned racial demographics and configurations shape within group and cross-racial interactions within the organization?
16. How do the aforementioned racial demographics and configurations shape the racial climate/culture of the organization?
17. How do the aforementioned racial demographics and configurations shape formal and informal organizational policies, procedures, and practices?
18. What are the racial demographics of the organizational clientele?
19. What is the current racial demographic alignment between the staff, administration, and clientele of the organization?
20. How does the aforementioned racial alignment affect or contribute to issues of client compliance, participation, and desired (service/consumer) outcomes?
21. How often and to what extent is race acknowledged and/or overtly discussed at the level of the BOD?
22. How often and to what extent is race acknowledged and/or overtly discussed by the Executive Leadership team of the Board?
23. How often and to what extent is race acknowledged and/or overtly discussed by the Senior Management/Executive Leadership team of the organization?
24. How often and to what extent is race acknowledged and/or overtly discussed by Department Heads, Middle Management of the organization?



25. How often and to what extent is race acknowledged and/or overtly discussed among the staff in general?
26. How often and to what extent is race acknowledged and/or overtly discussed among the staff cross-racially?
27. How would you describe the racial climate/culture of the organization?
28. How do you believe your staff of color would describe it?
29. How do you believe your white staff would describe it?
30. What do you believe it means to be an anti-racist organization?