

Organizational Reflection Guide

Use this guide to assess whether your organization is continuing the work, strengthening the work, or leading with accountability — across eight domains. This is a tool for honest reflection, not judgment.

DOMAIN & REFLECTION QUESTION	CONTINUING	STRENGTHENING	LEADING WITH ACCOUNTABILITY
Leadership Courage <i>Are our leaders willing to name race and racism clearly, even when it is uncomfortable or contested?</i>	☐	☐	☐
Historical Truth-Telling <i>Do we tell the full, honest history of how we got here — even where that history is being erased or softened elsewhere?</i>	☐	☐	☐
Language and Communication <i>Have we found ways to keep naming inequity honestly, even as some language is restricted?</i>	☐	☐	☐
Policy and Practice Change <i>Have we reviewed and changed policies or practices that produce inequitable outcomes?</i>	☐	☐	☐
Community Power <i>Do the communities most affected by inequity have real power in our decisions?</i>	☐	☐	☐
Workforce and Leadership Protection <i>Are we protecting and supporting the people who carry the emotional labor of this work?</i>	☐	☐	☐
Data and Accountability <i>Do we measure disparities and report progress publicly?</i>	☐	☐	☐
Sustained Investment <i>Are we investing real, sustained resources — not just attention — in this work?</i>	☐	☐	☐