

Department Equity Audit

Goal: To determine the existing inequities in each department and the impact of these inequities as a step toward addressing them. Please reflect on answers and write notes to share with others during out time together.

1. What is the mission or goal of this department?
2. What interventions is this department using to try to achieve its mission?
3. Are there any unintended adverse consequences of these interventions?
4. If you use or know this resource, what are the ways that [White Supremacy Culture](#) impacts your interventions and/or how you function?
5. How does this department live out each of your organizational core value (internally and externally)?
6. What is the leadership/supervisory structure of this department, and what is the racial identity of each position?
7. What marginalized groups are served by this department? Are they being adequately served (e.g. English language learners, people with mobility challenges)?

Internal (NBA staff, volunteers):

External (people served by the dept):

8. **Are stakeholders from marginalized groups** directly involved in decision-making within this department?
Is this involvement consistent and systematic?

Internal (staff, volunteers):

External (people served by the dept):

9. Does this department receive sufficient resources (access to decision-makers, budget, time: getting on calendars, staff) to adequately perform its mission? If yes, what's the process by which this happens? If no, what resources do you need, and what is the impact of not having these resources?
10. Is this department considered proportionately within the context of the organization re: resources, strategy, etc? What are the racial and other identity implications of this?

This handout was prepared for the *CFO Leadership Session: Digging in on the Role of CFOs in Building Racial Equity Throughout Your Business Practices* October 27, 2021. It was designed in collaboration with Trinity Connect, Office of Equity Practice.