

WORKSHEET: Your assets toward creating a racial equity conversation tool

Category	Asset	Readiness		
		Strong	Developing	Need to develop
Is the need clear?	A meaningful segment of staff and/or volunteers want to lead tough conversations about racial equity			
	The ability to lead tough conversations about racial equity is relevant to the performance goals for a meaningful segment of staff and/or volunteers			
Will leadership support?	Leadership expects all staff and volunteers to prepare for tough conversations about racial equity			
	Leadership will devote resources to create, roll out, and maintain a conversation tool			
	Leaders will participate in launching the tool and setting the expectation that it be used			
	Leaders will set an example by using the tool in their work			
Can we lead an inclusive process?	At least one accountable leader and at least one responsible person are committed to leading an inclusive process to create, roll out, and maintain the tool			
	A meaningful group of consulted stakeholders agree to provide input and feedback			
Can we develop content?	We have (or can collect) a robust set of documented comments, questions, etc. that capture our stakeholders' diverse sentiments about racial equity as it relates to our work			
	We are confident that internal and/or external DEI expertise will contribute to a relevant, inclusive, asset-based conversation tool			