

Equity Framework Template

Key Components

The items below are informed by CultureBrokers' experience helping more than 100 organizations work toward immediate and sustainable improvement.

1. Profile

- Name of your organization.
- Identify who officially adopted the improvement plan (board, senior leadership team, etc.)
- Date your improvement plan was officially adopted.
- List of who worked on the improvement plan (names, titles, and departments)
- Your organization's mission, vision, values.

2. Equity Statement

Search the internet for examples and inspiration – there are many! In CultureBrokers' opinion, a good equity statement includes the following components:

- Recognition of socio-economic disparities at the societal and institutional levels.
- Recognition of systemic and institutional contributions to disparity – both historical and current.
- Explanation of what the organization understands to be drivers of those disparities.
- Recognition of the organization's role in relation to those disparities.
- Relevance of those disparities to the organization's mission and activities.
- Statement of any related moral/ethical beliefs or values held by the organization.



3. Commitments

For example:

"We fully commit to the long-term work of becoming culturally competent, welcoming, and inclusive of all people both within and outside our organization, as well as in the range of issues and challenges that we engage in, including (but not limited to):

- Supporting, engaging, and including people of different racial, ethnic, cultural, economic, age, and religious backgrounds, physical and cognitive abilities, gender identities, and sexual orientations. [Include characteristics the organization has identified as meaningful and will pay attention to.]
- Reaching beyond our traditional allies and constituencies.
- Entering intercultural relationships with humility, prepared to listen, learn, follow their lead, and adapt our methods and practices to achieve mutual benefit.
- Recruiting, hiring, retaining, and developing culturally competent staff whose demographics more closely mirror those of our [specific service area] communities.
- Recruiting, retaining, and developing culturally competent board members and other volunteers whose demographics more closely mirror those of our [specific service area] communities.

4. Principles

These are the minimum principles that should be front and center when executing on equity initiatives:

- Using disaggregated data and information
- Making data-driven decisions
- Leveraging existing assets
- Using the organization's authority
- Making policy changes
- Using equity to balance other factors in making decisions

5. Background

Provide a description of your organization's diversity, equity, and inclusion (DEI) journey. Tell readers how the organization came to this point in its evolution.

6. Definitions

Include a glossary of terms you use in your organization and specifically related to your DEI work. Get a set of sample definitions at <https://bit.ly/3Q8kpjl>

7. Theories of Change

Include one or more models for how your organization believes people and organizations become more culturally competent, improving their ability to deliver equitable outcomes. Consider philosophies and structures that will help guide your workforce and help your audience understand how your organization expects the change to happen. You should provide frameworks for the areas below. The frameworks should align with or complement each other.

- Individual development/personal change
- Social interaction/interpersonal relations
- Organizational improvement
- Performance excellence

Take the next step and create an Equity Strategic Action Plan. Get your free template at <https://www.culturebrokers.com/esap-template>