

The Racial Equity Index Organisational Survey

Indicators and their Definitions



June 2022

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Survey Details and Guidelines

The Racial Equity Index was formed by a dedicated group of people who wanted to explore the lack of and need for a racial equity index within the social justice sector. This survey was developed as part of an extensive and multi-year peer-reviewed research process and is based on 11 indicators of racial equity (along with their subcodes) developed by the Racial Equity Index.

This survey is being used to assess the state of racial equity or inequity within your organisation as a whole. This survey is extensive in its' approach not only to capture the many layers that are included within racial equity, but also to provide an opportunity to explore other forms of discrimination and oppression.

This survey is approximately 20-25 minutes in length and we encourage respondents to complete this survey in one-sitting. Please consult survey instructions along with definitions of indicators here:

Trigger Warning: We recognise that many people identifying as BIPOC (Black Indigenous People of Color/Culture) have experienced harm, trauma and abuse in the global development space due to white supremacy culture. As such, answering these questions may be triggering. You are under no obligation to complete the survey.

Thank you for choosing to share your experiences and thoughts with us.



Survey Details and Guidelines

the better org

This survey is being administered by The Better Org (www.thebetterorg.co.uk) who have been appointed to deliver a DEI assessment for ISHR.

At The Better Org we are committed to maintaining confidentiality and as such individual responses will remain confidential and accessible only by The Better Org; however, an analysis of aggregate responses will be included in the project report)with the exception of optional questions which will be retained internally and anonymised in our analysis. ISHR will not have access to, or see, the raw data. All your responses will remain confidential and accessible only by The Better Org, will be held only for the duration of this project (currently till August 2022), and will be deleted on completion. Further details on The Better Org privacy policy can be found on our website:

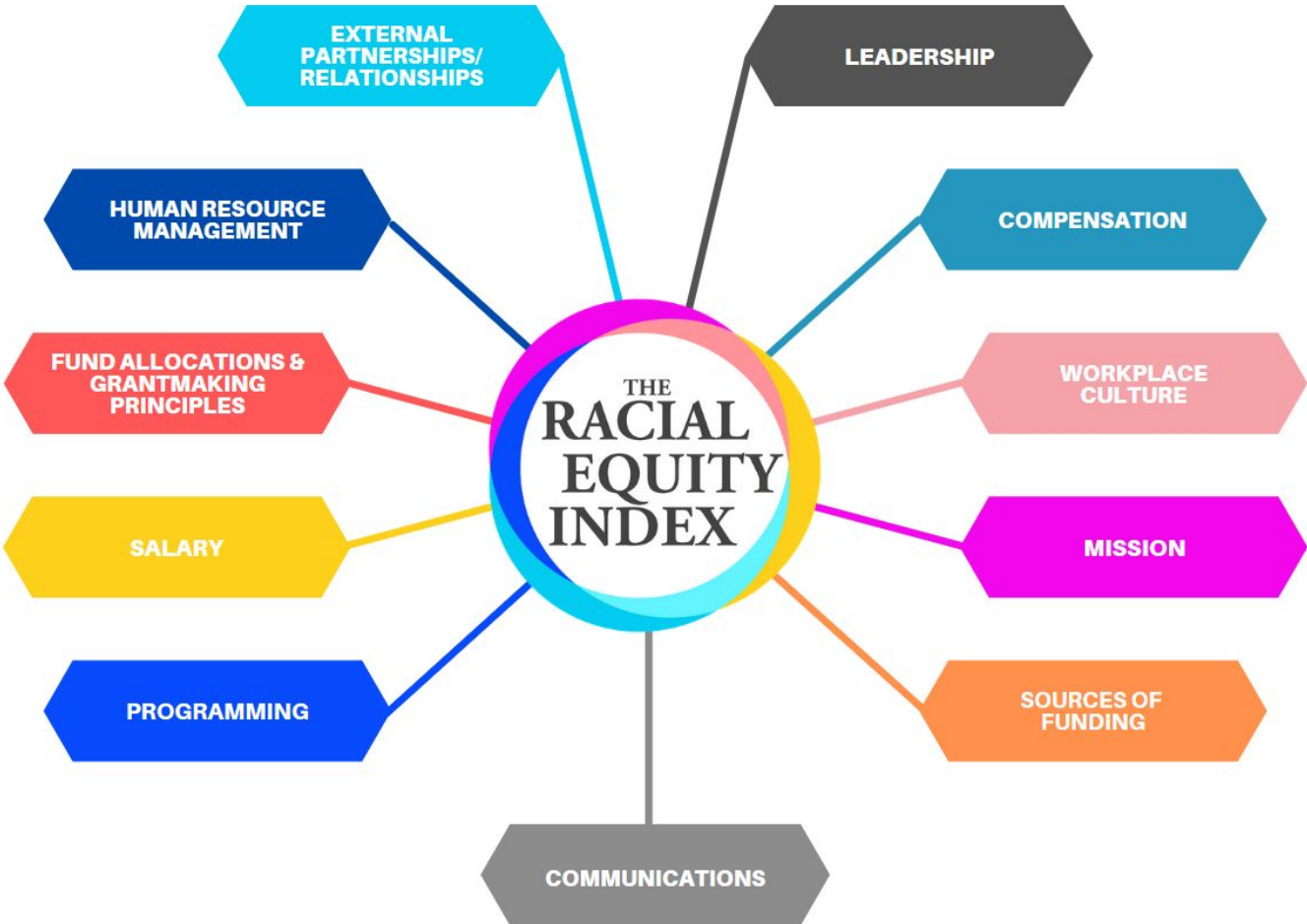
<https://thebetterorg.co.uk/our-privacy-policy>

For accessibility reasons if you need support or would prefer to talk through this survey, or if you have any questions or concerns, please contact hello@thebetterorg.co.uk with 'ISHR Racial Equity Index Survey' in the subject line.

Note: The following survey, all supporting materials, report based on this survey are copyrighted material by The Racial Equity Index. No part of these materials are authorised for duplication, republication, or use without explicit consent from The Racial Equity Index.



The Racial Equity Index Organisational Survey Indicators



Glossary

For the purpose of the survey this is what we would like to use as the definitions for certain terms

Global Development - Global Development is a sector that comprises international development organisations, charities, and non-governmental organisations including funders and for-profit institutions.

Social Justice - Refers to just relations between individuals, groups, and society where all people of all groups have equal access to wealth, well-being, health, privileges and opportunities regardless of their legal, political, geographical or economic circumstances.

Racism - Belief, practices and upholding of a social, cultural, political and economic system that reproduces a racial hierarchy which benefits white people and oppresses Black, Brown and Indigenous people.

Racial Equity - Racial equity refers to both the process and the outcome that results from fair and just inclusivity of people of all races, taking into deliberate consideration all the historical and current inequities experienced by individual racial groups.

White Supremacy Culture - a political, economic and cultural system where those racialised as white overwhelmingly control power and material resources, where conscious and unconscious ideas of white superiority and entitlement are widespread and beliefs of white dominance and non-white subordination are re-enacted regularly across a broad array of social settings.



Workplace Culture

This indicator refers to:

*The enabling environment that fosters inclusive and equitable spaces or catalyzes harm. **

*This indicator also refers to the extent to which the organisational structure has been designed to incorporate values and commitments to equity from a development perspective. This aspect is something that will be explored later in the research process.

HR Management

This indicator refers to:

Whether the organisation has systems and processes that are focused on equitable hiring practices, strategies and measurable goals for strengthening diversity and inclusion in the workplace, and procedures in place to protect employees from workplace retaliation (i.e. safeguarding and whistleblowing procedures).

Leadership

This indicator refers to:

The makeup of an organisation's leadership team - whether or not leadership at all levels (from management to senior leadership to the executive board) is representative and inclusive of the groups and communities that the organisation works with.



Salary

This indicator refers to:

A transparent system of payments and processes for employee advancement from organisations to employees, both in country and in head office, in exchange for their work, which includes an acknowledgement of the pay gap across gender, race, nationality, geography, etc and the willingness to work towards a more equitable salary structure.'

Communications

This indicator refers to:

The equitable process by which information is exchanged; especially between the organisations and the communities they work with, and how narratives and images are being developed, created, and presented.

Mission

This indicator refers to:

how an organisation prioritizes racial equity within its mission and values.



Fund Allocation/ Grantmaking Principles

This indicator refers to:

how organisations - specifically funders (foundations, philanthropists, individual donors) determine how to allocate funding and if their funding criteria centres principles of racial equity from a grantmaking perspective.

Programming

This indicator refers to:

how an organisation engages impacted populations in programming from strategy and design to implementation through monitoring and evaluation.

Sources of Funding

This indicator refers to:

This applies to organisations receiving funding. Key ethical and equitable principles, criteria and mechanisms governing resource mobilisation are in place and enforced that respect transparency, doing no harm, confidentiality, being fair and socially responsible.



Compensation

This indicator refers to:

an organisation's transparency and equity within its compensation structure and processes for consultants and contractors that prioritizes experience and expertise and takes into account the costs of basic benefits (such as healthcare - which the consultant or contractor will have to pay for through the compensation offered) and the type of contracts needed for the specific project or work being requested.

External Partnerships

This indicator refers to:

An indicator to reflect on how organisations formulate partnerships and the criteria for choosing partnerships, whether or not the partners align with values of equity while also taking into account building relationships between partners that recognises the different power dynamics between geographies and size of organisations.



THANK YOU!



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