Alliance for Regional Solutions
Connecting North County

Racial Justice Committee

2024/2025 Racial Justice Assessment Tool (RJAT) Finding and Analysis

Overview

From September – November 2024, the Alliance for Regional Solutions (ARS) Racial Justice Committee reviewed and updated its 2021 Racial Justice Assessment Tool (RJAT) and 2021 Racial Justice Equity and Inclusion Survey (RJEIS), opting to condense both down into one survey, the 2025 Racial Justice Assessment Tool. Though some questions from the 2021 RJEIS were absorbed into the 2025 RJAT, the 2025 RJAT mainly consisted of questions from the 2021 RJAT and was formulated to be answered with the respondent thinking of a singular organization. (There was also instruction that the respondent could take the survey multiple times if they were part of multiple organizations, particularly if they served in different roles for those organizations, i.e. staff member v. board member). This survey was launched on Monday, November 18, 2024 and closed Thursday, March 6, 2025. Outreach was performed extensively across ARS: included in each coalition-wide e-blast from November – February; shared with each Committee's leadership a minimum of two times; and disseminated through the professional networks of the Racial Justice Committee Chairs and members. Upon closure, the survey received 75 responses.

For context, questions were asked in the form of 'red,' 'yellow,' or 'green' light in terms of whether their organization is participating in that action.

> Red light: Our organization has not started this.
> Yellow light: Our organization has facilitated conversations about this and/or taken initial steps.
> Green light: Our organization regularly exhibits this practice.

Insights

- Whereas the 2021 RJAT and RJEIS combined received well over 300 responses, despite extensive outreach and multiple push efforts, this survey only garnered 75 responses. While there is deep gratitude for the 75 responders who participated in the 2025 survey, it is very telling of the changing social context that the 2025 survey had 80% lower response rate.

- Though there are some promising indicators, for example: 88% indicating that their organization has methods for addressing racial disparities and harms, there are also come grave concerns: The majority (39.6% red) said that benchmarks around Racial Justice are not incorporated in the annual report, and another 36.5% (yellow) said sometimes, leaving only 23.8% (green) of organizations including such benchmarks.
- While there are some very resounding positives: 93.3% (56.6% green and 36.6% yellow) responded in the affirmative when asked, "Are the full identities of people (race, ethnicity, sexual orientation, gender identity and expression, immigration status, ability status, age, languages spoken, etc.) recognized, respected, and taken into consideration in the development of your organizational culture?" – there also seems to be a need for deeper commitment and engagement: The majority, 74.4% (38.9% yellow and 35.5% red) indicated a lack of training for staff and board members for interrupting racism within their organization(s) and at community-facing events.
- The majority, 74.9% (39.3% yellow and 35.7% red) say that their organization never or sometimes treats white culture as the norm, though 19 individuals skipped that question. Conversely, 74.5% (40% yellow and 34.5% green) said Black, Indigenous, and People of Color are either regularly or sometimes expected to assimilate into your existing organizational culture.
- On average, there were 11.5 'skips' across all 34 questions, we saw an ~10 skip rate around Q7, that jumped up to ~15 skip rate around Q17, and the most skipped question at 20 was 'Are Black, Indigenous, and People of Color expected to assimilate into your existing organizational culture?'
- As a whole, actual benchmarks are largely missing from organizational accountability, so even if there is a stated policy on the books, the benchmark to measure actually progress is often lacking.

Full Summary

- The majority (61.3% green) indicated that their organization was considering the needs of Black, Indigenous, and People of Color (BIPOC) as a part of programming. 37.3% (yellow) indicated that their organization was sometimes considering those needs.
- 84% indicated that their organizations were at least some of the time engaging in advocacy around Racial Justice issues ('yellow' and 'green' lights).
- 88% indicated that their organization has methods for addressing racial disparities and harms (though 46.6% indicated this with only a 'yellow' light.

- 6.7% (red) indicated their organization does not support the inclusion of Racial Justice issues when working in coalitions, whereas 56.7% (green) do.
- 36% (red) indicated that their organization does not have metrics, benchmarks, or indicators for measuring their organization's success with regard to Racial Justice, and 38% (yellow) indicated some. Meaning only 25% (green) know about or have these at their organization.
- When asked about programs and advocacy input from BIPOC individuals and organizations, 53% (green) responded that their organization receives this regularly and 29.2% (yellow) said sometimes.
- 66.67% (green) said their organization has Black, Indigenous, People of Color serving as board members, and that jumped to 74.6% (green) when asked about Black, Indigenous, People of Color serving as director-level staff.
- The majority (39.6% red) said that benchmarks around Racial Justice are not incorporated in the annual report, and another 36.5% (yellow) said sometimes, leaving only 23.8% (green) of organizations including such benchmarks.
- A little under 2/3rds of respondents said that their organization lacks leadership development that facilitates and promotes the leadership and decision-making authority of Black, Indigenous, and People of Color.
- 74% indicated their organization allocates at least some resources for Racial Justice work.
- The vast majority, 95.2% (71.8% green and 23.4% yellow) shared that their organization has anti-discrimination policies in place specifically for Black, Indigenous, and People of Color. However, 8% fewer have a policy that defines family in a way that supports all family formations, including those beyond "traditional" or "nuclear" families.
- 30.1% (red) said their organization does not have, or they were not aware of, a hiring policy in place to increase opportunities provided to Black, Indigenous, and People of Color. 41.2% (green) said their organization does have that.
- 77.7% (36.5% red and 41.2% yellow) lack benchmarks in place dedicated to retaining employees who are Black, Indigenous, and People of Color.
- 70.3% (39% red and 31.2% yellow) say their organization never or only sometimes assess disproportionate impact of policies on staff.
- 75.41% (40.9% yellow and 34.43% green) report that their staff and board staff and board reflect the full spectrum of BIPOC communities within your service region
- 1/3 of respondents say their organization regularly supports and evaluates the deepening of knowledge and building skills around issues of white privilege and

anti-racist organizing with white people within or of outside their organization; 1/3 said sometimes, and the remaining third said never.

- 85.2% (42.2% green and yellow, respectively) said their organization's leadership have some or many values-based relationships with BIPOC leaders in their service community that facilitates building long-term alliances.
- 51.6% (green) said that Black, Indigenous and People of Color on staff are regularly supported in identifying and participating in leadership development opportunities.
- 58% (30.6% yellow and 27.4% red) say they lack organizational space, time and resources to discuss and respond to issues of Racial Justice.
- 93.3% (56.6% green and 36.6% yellow) responded in the affirmative when asked, "Are the full identities of people (race, ethnicity, sexual orientation, gender identity and expression, immigration status, ability status, age, languages spoken, etc.) recognized, respected, and taken into consideration in the development of your organizational culture?"
- The majority, 74.4% (38.9% yellow and 35.5% red) indicated a lack of training for staff and board members for interrupting racism within their organization(s) and at community-facing events.
- The majority, 83% (49.1% green and 33.9% yellow) say that their organization sometimes or regularly considers addressing basic needs such as childcare, interpretation/translation, healthy food, proximity to transit lines and activity and event time of day when planning activities and events.
- The majority, 74.9% (39.3% yellow and 35.7% red) say that their organization never or sometimes treats white culture as the norm, though 19 individuals skipped that question. Conversely, 74.5% (40% yellow and 34.5% green) said Black, Indigenous, and People of Color are either regularly or sometimes expected to assimilate into your existing organizational culture.
    - There could have been diverse interpretation of how to respond to Q25 with the red, yellow, green scale, as the question was worded: Q25Does your organization treat white culture as the norm?
        - 35.7% red
        - 39.3% yellow
        - 25% green
- The majority, 77.9% (40.6% yellow and 37.2% green) say that their organization consistently communicates to members, leaders, donors, and allies the Racial Justice values.
- 80% of respondents identified as women, 11.6% as men, 5% a gender non-conforming, and 3.3% preferred not to respond or self-describe.

- When asked, 'Do you consider yourself to be a member of the Lesbian, Gay,Bisexual and/or Transgender and Queer (LGBTQIA+) community,' 27% responded 'Yes,' 32% responded 'No,' 38.9% responded 'No, but I consider myself to be an Ally,' and 1.6% preferred not to respond.
- The majority of respondents (50%) worked at their organization for 1 – 5 years, and another 30% of respondents worked at their organization for 7 years or more.
- The majority of respondents (40%) identified as White, followed by 21.6% Latinx, 8% multi-racial or muti-ethnic, 6.6% Asian or Asian American and 6.6% Black or African American. 9 respondents did include self-described answers.
- The majority of respondents were Director-level (18.3%), followed by Coordinator-level (11.6%), followed by CEO and Case Manager-levels (10% respectively), then Manager-level (8.3%) and Board Member (6.6%), and Assistant/Associate Director and below