

**Draw upon the Assets of Diverse People and Groups**

**I build upon the assets of my own racial, ethnic, cultural, religious, or heritage group and value the strengths and resources of people from other backgrounds.**

(Note: We define an asset as a valuable resource that has utility to a group or community. Human assets include knowledge and abilities, as well as personal and group experiences. In addition to financial and economic resources, the assets of any particular group may also include its languages, cultural traditions, spiritual beliefs and practices, community values, historical experiences, etc.)

**Circle the Qualifier (e.g. Never, Sometimes, Usually, Always) that best reflects your practice with regard to the Statement or Indicator.**

I learn about the strengths and values of my own racial, ethnic, cultural, or heritage group.

Never                      Sometimes                      Usually                      Always

I get to know the different groups that live in the communities where I work and live. I learn about their cultures, traditions, languages, spiritual beliefs, and histories. I learn about how they came to live in this community, their challenges and successes, and their experience interacting with other groups.

Never                      Sometimes                      Usually                      Always

I learn about and value the assets of people from different racial, cultural, linguistic, and class backgrounds, even when those assets have not been part of my own experience and are not valued by the dominant culture.

Never                      Sometimes                      Usually                      Always

I am careful about how I draw upon the assets of other groups. I create space for others to educate and inform me if they feel that the cultural, spiritual, or economic assets of their group are being exploited or used inappropriately.

Never                      Sometimes                      Usually                      Always

I work to understand the ways in which individuals from all cultural groups are prepared to share their personal assets; and I work to make sure my foundation is prepared to accommodate a variety of giving styles.

Never                      Sometimes                      Usually                      Always

**SPECIFIC EXAMPLES:** Use the other side of the page to briefly describe specific practices or examples from your life or work that demonstrate the principle.

**Build Personal Relationships & Trust**

**I nurture connections and build trust across boundaries of race, language, culture and class.**

**Circle the Qualifier (e.g. Never, Sometimes, Usually, Always) that best reflects your practice with regard to the Statement or Indicator.**

I get to know the diverse people in my neighborhood, civic organizations, and foundation; I take the time to learn about their different ethnic (or cultural) backgrounds (or heritages), their interests, and needs.

Never                      Sometimes                      Usually                      Always

In my foundation work or civic involvement, I build trust over time through the development of long-term friendships or working relationships with people from other racial, cultural, and linguistic backgrounds.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I promote the use of approaches and activities that help people to build personal connections and develop a deeper understanding of each other's values and perspectives.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I work to create opportunities for people from different backgrounds to work together on shared projects.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I work on being a good ally by learning about and supporting the interests and needs of people from other ethnic (or other heritage) backgrounds, as they define them.

Never                      Sometimes                      Usually                      Always

**SPECIFIC EXAMPLES:** Use the other side of the page to briefly describe specific practices or examples from your life or work that demonstrate the principle.

**Treasure and Develop Cross-Cultural Leadership & Power**

**I value the knowledge and skills of people who understand and draw upon their own group history and culture, and are able to work effectively and respectfully with other groups.**

**Circle the Qualifier (e.g. Never, Sometimes, Usually, Always) that best reflects your practice with regard to the Statement or Indicator.**

In my professional and civic arenas, I value and celebrate people who act as bridge-builders and bring people together across racial, linguistic, cultural, class and professional lines.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I take time to understand and appreciate different cultural styles and approaches to leadership.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I help to create environments where learning about one’s own culture and those of others is valued; I help to create environments where bringing people together from different cultures and/or perspectives is viewed as a valuable strategy or asset.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I help create opportunities for people from different backgrounds to take on new leadership responsibilities.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I work to support the diversity and equity issues and concerns raised by individuals and groups who are of a different background than my own.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I work to identify and bring together allies from different backgrounds to promote inclusion and equity.

Never                      Sometimes                      Usually                      Always

**SPECIFIC EXAMPLES:** Use the other side of the page to briefly describe specific practices or examples from your life or work that demonstrate the principle.

**Recognize Multiple Realities & Identify Common Ground**

**I work to develop a deeper understanding of the different perspectives, value systems, ways of doing things, and the challenges that exist for the various groups within my community. At the same time, I foster opportunities for people to identify common needs, goals, and values across lines of race, culture, gender, and class.**

**Circle the Qualifier (e.g. Never, Sometimes, Usually, Always) that best reflects your practice with regard to the Statement or Indicator.**

I do not assume that I automatically understand the history, culture, and worldviews of the members of a particular ethnic, cultural, heritage, or economic group.

Never                      Sometimes                      Usually                      Always

I understand that what I say and do does not have the same meaning for everyone. I recognize that the way a person experiences and interprets a particular situation is shaped by their own racial, cultural, and class background.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I help to create opportunities for people to discuss issues within ethnic (or culturally) specific groups as well as across ethnic (cultural) group; I work to ensure there are safe spaces to discuss issues in terms of the differences and commonalities that exist within and between groups.

Never                      Sometimes                      Usually                      Always

When working with diverse groups, I make sure that all the people involved in this effort have the same information about our work together so that we can begin to work toward a shared understanding.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I help people figure out how they can agree to disagree and still move forward in other areas where they have common agreement. When disagreement exists, I work to create win-win situations.

Never                      Sometimes                      Usually                      Always

**SPECIFIC EXAMPLES:** Use the other side of the page to briefly describe specific practices or examples from your life or work that demonstrate the principle.

**Facilitate Full Community Participation in Decision-Making**

**I support the right of all people to be involved in deciding what happens in their own communities, whether those communities are defined by geography or collective interest.**

**Circle the Qualifier (e.g. Never, Sometimes, Usually, Always) that best reflects your practice with regard to the Statement or Indicator.**

In my foundation and civic arenas, I help people understand that an individual (including myself) cannot speak for other people simply because she or he shares their background in terms of race, culture, gender, class, etc.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I work to make sure that the diverse constituencies who make up the community--and not just “select” or “easy to involve” groups of residents and families--are represented in the decision-making process.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I work to make sure that people who have not had prior experience in decision-making positions have the resources to develop the skills necessary to navigate these new leadership opportunities.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I work to ensure that community members have and exercise the power to initiate new ideas, programs, or policies.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I work to ensure that community members have and exercise the power to oppose or change actions, policies, or programs.

Never                      Sometimes                      Usually                      Always

**SPECIFIC EXAMPLES:** Use the other side of the page to briefly describe specific practices or examples from your life or work that demonstrate the principle.

**Promote Inclusion**

**I work to ensure that racism, sexism, homophobia, language bias, class biases, or other forms of domination/marginalization do not create barriers for full participation.**

**Circle the Qualifier (e.g. Never, Sometimes, Usually, Always) that best reflects your practice with regard to the Statement or Indicator.**

In my foundation and civic arenas, I use my own power and access to resources to open doors for people who are typically overlooked or not involved in decision-making processes.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I point out when discrimination and narrow views of what leadership is may be preventing people of color, working class people, or youth from assuming leadership positions.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I work to make sure that outreach materials (languages, style, and tone) and meetings (times and locations) are accessible to community members from different backgrounds.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I draw upon different cultures to identify more inclusive methods of conducting informational meetings, focus groups, donor development activities, governance meetings, etc.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I work to make sure programs are designed to accommodate the different experiences, interests, and approaches used by the different groups and or constituencies in my community or region.

Never                      Sometimes                      Usually                      Always

**SPECIFIC EXAMPLES:** Use the other side of the page to briefly describe specific practices or examples from your life or work that demonstrate the principle.

**Stand Up against Bias**

**I strategically address individual behaviors, institutional practices, and public policies that result in an unequal distribution of goods, services, and power.**

**Circle the Qualifier (e.g. Never, Sometimes, Usually, Always) that best reflects your practice with regard to the Statement or Indicator.**

In my foundation and civic arenas, I work to help people understand that addressing individual and institutional biases is fundamental to improving the well-being of our organizations, communities, and nation.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I say (or do) something when I witness discriminatory acts.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I say (or do) something when I think an institutional policy or practice is biased.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I encourage the use of data broken down by race, income, language background, gender, and geography to analyze for possible biases and inequities; and to develop strategies for addressing biased or discriminatory trends and practices that are uncovered.

Never                      Sometimes                      Usually                      Always

In my foundation and civic arenas, I encourage the leaders of organizations I work for and with to advocate for the development of anti-bias principles, policies, and leadership practices within the broader network and sectors we work in.

Never                      Sometimes                      Usually                      Always

**SPECIFIC EXAMPLES:** Use the other side of the page to briefly describe specific practices or examples from your life or work that demonstrate the principle.

**Support On-going Personal Growth around Diversity and Equity**

**I work to regularly deepen my own understanding about diversity and equity issues related to race, culture, gender, and class; and I work to increase my capacity to work with people of diverse backgrounds.**

**Circle the Qualifier (e.g. Never, Sometimes, Usually, Always) that best reflects your practice with regard to the Statement or Indicator.**

I consistently work on deepening my knowledge of my own group’s history, culture, language, and racialized experiences.

Never                      Sometimes                      Usually                      Always

I study and get to know the history, culture, language, and racialized experiences of other ethnic groups.

Never                      Sometimes                      Usually                      Always

I push myself and others to examine how we may be privileged or have an unearned advantage because of our background or physical appearance. I work with others to explore how this privilege has shaped the way we view the world and how we can use our power and resources to make society more just.

Never                      Sometimes                      Usually                      Always

I create opportunities for myself and others to reflect upon how we have been oppressed (or have participated knowingly or unknowingly in the oppression of others); I create opportunities for us to share the strategies we have developed to resist and overcome these challenges.

Never                      Sometimes                      Usually                      Always

I have a group of people whom I can turn to for support in deepening my capacity (vision, knowledge, and skills) to effectively address issues of diversity, inclusion, and equity in our organizations, communities, and society. In this group we give each other the space to make mistakes and learn from them as we engage in efforts to make our organizations, communities, and society more inclusive and equitable.

Never                      Sometimes                      Usually                      Always

**SPECIFIC EXAMPLES:** Use the other side of the page to briefly describe specific practices or examples from your life or work that demonstrate the principle.

**Take Stock**

**Holding myself accountable to the different ethnic, racial, cultural, and economic groups in my community (or region), I regularly assess how effectively I work with these groups and how effective I am at addressing issues of diversity, inclusion, and equity.**

**Circle the Qualifier (e.g. Never, Sometimes, Usually, Always) that best reflects your practice with regard to the Statement or Indicator.**

I regularly reflect upon and assess my strengths and biases and how both positively or negatively impact my interactions with others.

Never                      Sometimes                      Usually                      Always

I create opportunities to get feedback from others about my biases; I ask people in my organization or community whether what I do makes a difference, and solicit their advice about how I could have an even greater impact.

Never                      Sometimes                      Usually                      Always

I regularly think about how I might take a more active role in addressing institutional biases and discriminatory practices in my foundation and in the civic arenas I operate in.

Never                      Sometimes                      Usually                      Always

When I conduct meetings or activities in these settings, I make sure there is a way to evaluate how well we engaged people from different backgrounds in those efforts.

Never                      Sometimes                      Usually                      Always

I include goals related to issues of diversity, inclusion, equity and social justice in my personal and professional development efforts and plans; and I regularly examine my progress toward reaching those goals.

Never                      Sometimes                      Usually                      Always

**SPECIFIC EXAMPLES:** Use the other side of the page to briefly describe one or more specific practices or examples from your life or work that demonstrate the principle.