

Self Assessment and Discussion Activity
Individual Write (10 minutes)

Early Experiences: Think back to the earliest time you realized you had a racial identity.

1. What did that experience teach you to **think** about your own race?

2. What did that experience teach you to **feel** about your own race?

3. What information or knowledge would have helped you to understand race in a more **complete way**?

Present Day: Think about where you are now?

1. In what ways has your understanding of your racial identity and race more generally shifted since your early experiences?

2. What new knowledge have you integrated into your understanding of race?

Table discussion:

1. What are the implications of those early experiences and where you are today?

2. How do you see these dynamics show up in your work?

3. How do you see these dynamics show up in your workplace?



Organizational Reflection
10 minutes
PICK THREE TO REFLECT ON

Diversity and Representation: Describe the diversity of your organization. Are women represented at all levels of the organization? Are people of color represented at all levels of the organization? Who are the primary decision-makers?

Leadership: Does your leadership understand the importance of equity and inclusion in Planning? Has your leadership made equity and inclusion an organizational priority? Does your leadership practice equitable and inclusive leadership practices such as inclusive decision-making, transparency, empathy, emotional intelligence?

HR, Hiring and Recruitment: Do your human resource policies center equity? How could your hiring be more inclusive? How can your employee benefits support diverse needs? Is your onboarding process clear?

Organizational Culture and Inclusion: Is your organization welcoming and inclusive for people of all identities? Are your values explicit to all staff? How do you measure internal culture?

Budget and Resource Allocation: How are your values of equity reflected in your budget? Does your resource allocation adequately reflect where there is the highest need? How do you assess those needs?

Internal Processes and Policies: Are all policies clearly and easily accessible communicated? How could the diversity of staff be supported more through inclusive policies?

External Policy and Program: What communities are impacted by your work? Where is feedback collected for your work? What values are communicated through your policies?

Community Engagement: In what ways have you included community voice in your work? How can language be more inclusive to communities? What equity principles are you practicing with communities?

Table discussion

1. Share the results of your organizational assessment
2. Thinking about the terms from earlier - where and how do you see these expressed in your workplace?
3. Thinking about the terms from earlier - where and how do you see them expressed through your planning work?
4. What are some opportunities you see to drive greater equity and inclusion in the lower-rated areas of your organizational reflection?