

# INDICATORS OF ORGANIZATIONAL READINESS



RACIAL EQUITY COLLABORATIVE



## VOCAL SUPPORT

Leaders openly express their support for the organization to advance, steward, and embed racial equity in initiatives, projects, and decisions.



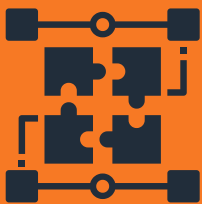
## ALLOCATION OF RESOURCES

Adequate resources are allocated, including budget, personnel, time, and technology.



## REMOVAL OF BARRIERS

Leaders are actively working and providing the necessary authority, influence, political will, and support to overcome systemic & institutional barriers.



## INTEGRATION INTO STRATEGIC PRIORITIES

Racial Equity is a core operational function that drives the organization's vision, goals, objectives, and outcomes.



## CONTINUOUS PROCESS

Buy-in is not a one-time event but an ongoing process with sustained commitment, active involvement, and continuous support throughout the lifecycle.

## ACTIVE PARTICIPATION

Leaders actively engage in discussions, planning, and decision-making processes.



## LEADING BY EXAMPLE

Actions are aligned to embody the desired attitudes, behaviors, practices, and expectations of desired change.



## CONSISTENT MESSAGING

Communication with all stakeholders is clear and consistent about the purpose, benefits, intended outcomes, required actions, and progress.



## ACCOUNTABILITY & MEASUREMENT

Accountability is held with internal stakeholders and those most negatively impacted. Clear metrics and performance indicators are established to measure progress, providing feedback and recognition.

