

Attachment #3

Lancaster County Homeless Coalition

2022-2023 Joint Funding Application: Racial Equity Survey

Directions: Please answer the questions below by putting a check mark in the box to indicate yes, no, I don't know.

	Yes	No	Don't know
Organizational Commitment, Leadership & Governance:			
1. Has your organization made a public commitment to racial equity?			
2. Does your organization have a mission statement that incorporates racial equity?			
3. Does your organization have an internal structure whose goal is to address issues of racial equity, for example an equity committee?			
4. Do you collect the racial, ethnic and linguistic makeup of your board?			
Racial Equity Policies & Implementation Practices:			
5. Does your organization have a racial equity policy?			
6. Does your organization have a written racial equity plan with clear actions, timelines, people responsible for each action, indicator of progress and processes for monitoring and evaluation?			
Organizational Climate, Culture & Communications			
7. Does your organization visibly post materials in languages other than English?			
Service-Based Equity			
8. Do you collect racial, ethnic and linguistic data on your clients or constituents?			
9. Do you provide language interpreter/translator services for people who speak languages other than English?			
Service-User Voice & Influence			
10. Do you collect data on service-user or constituent satisfaction with your organization regarding racial equity?			
Workforce Composition & Quality			
11. Do you collect the racial, ethnic and linguistic makeup of your workforce?			
12. Does your organization have written procedures to increase the recruitment, retention and promotion of people of color?			
13. Does your organization have an internal structure or position dedicated to promoting workforce diversity?			
14. Are racial equity and cultural competency training and capacity building made available to your workforce?			
Community Collaboration			
15. Does your organization have formal partnerships with organizations of color?			
16. Does your organization allocate resources for engagement and outreach in communities of color?			
Resource Allocation & Contracting Practices			
17. Does your organization have a Minority, Women & Emerging Small Business (MWESB) policy?			
18. Does your organization routinely collect data on MWESB utilization?			
Data, Metrics & Continuous Quality Improvement			
19. Does your organization have a written policy or formal practice regarding the collection of race and ethnicity data?			
20. Does your organization meet regularly with leaders from communities of color specifically to discuss racial equity within your organization?			