



Assessing Your Employer Partnerships

Below are ten equity-oriented questions that can help you assess your current or prospective employer partnerships. Use this tool when working with new or existing employer partners to understand their commitment to equity and determine value alignment. Some of these questions can be used in conversation with employer partners and some can be used for internal conversations to determine partnership potential.

Strategy (Employer Partnerships)	Circle One	Evidence (How do you know?)
Does the company have equity and inclusion stated as a value? If so, how is this operationalized in the policies and practices of the company?	Yes No In Progress	
Does the company's recruitment, attraction, hiring and advancement criteria or policy explicitly account for potentially racially disparate outcomes? If so, how? If not, how can it be incorporated?	Yes No In Progress	
Does the company have mechanisms in place to ensure accountability for integration of a racial equity lens in organizational operational practices and policies (such as equity-focused benchmarks or indicators)?	Yes No In Progress	
What are the stated and lived values of the company and how do they impact opportunities for Black and other non-Black workers of color within the company?	Yes No In Progress	
Does the company's organizational culture support and encourage the upward mobility of Black and other non-Black workers of color? How?	Yes No In Progress	
Does the company disaggregate and analyze employee engagement data including but not limited to employee attachment, employee turnover, employee wages, and employee advancement by race, ethnicity, gender and other demographic criteria?	Yes No In Progress	

Does the company's policies (i.e. SOPs and Handbook) protect against racial profiling and discrimination? How?	Yes No In Progress	
Does the employee makeup of the company reflect the racial and ethnic makeup of the community in which it is located and the market it serves? More specifically, does the company's leadership reflect the racial and ethnic makeup of the community in which it is located and the market it serves?	Yes No In Progress	
Does the company have racial equity and/or diversity goals for its procurement policies and practices?	Yes No In Progress	
Are the company's employment practices aligned with your organizational values? If yes, how? If no, why do you want to be in partnership with this company?	Yes No In Progress	

Suggestions for using this tool:

- 1) Consider completing this tool in partnership with critical members of your organization. If possible, include individuals from all levels of the organization and/or the full staff of the organization.
- 2) Consider using this tool at least twice per year as a way to assess your partners commitments to racial equity and organizational alignment.
- 3) Consider referring to this tool before adding a new employer partner.
- 4) Ensure that every member of your staff engaging with employers has a copy of this tool and understands how your organization uses this tool to assess partnerships.
- 5) This tool is **not** meant to be an exhaustive list of questions rather ten easy questions that your team can use to assess your racial equity practices across your programming, operational and external relations.
- 6) This tool should not replace investing in a consultant to support your racial equity journey.