

Racial Justice Assessment Tool

(Latinx Student Engagement Focus)

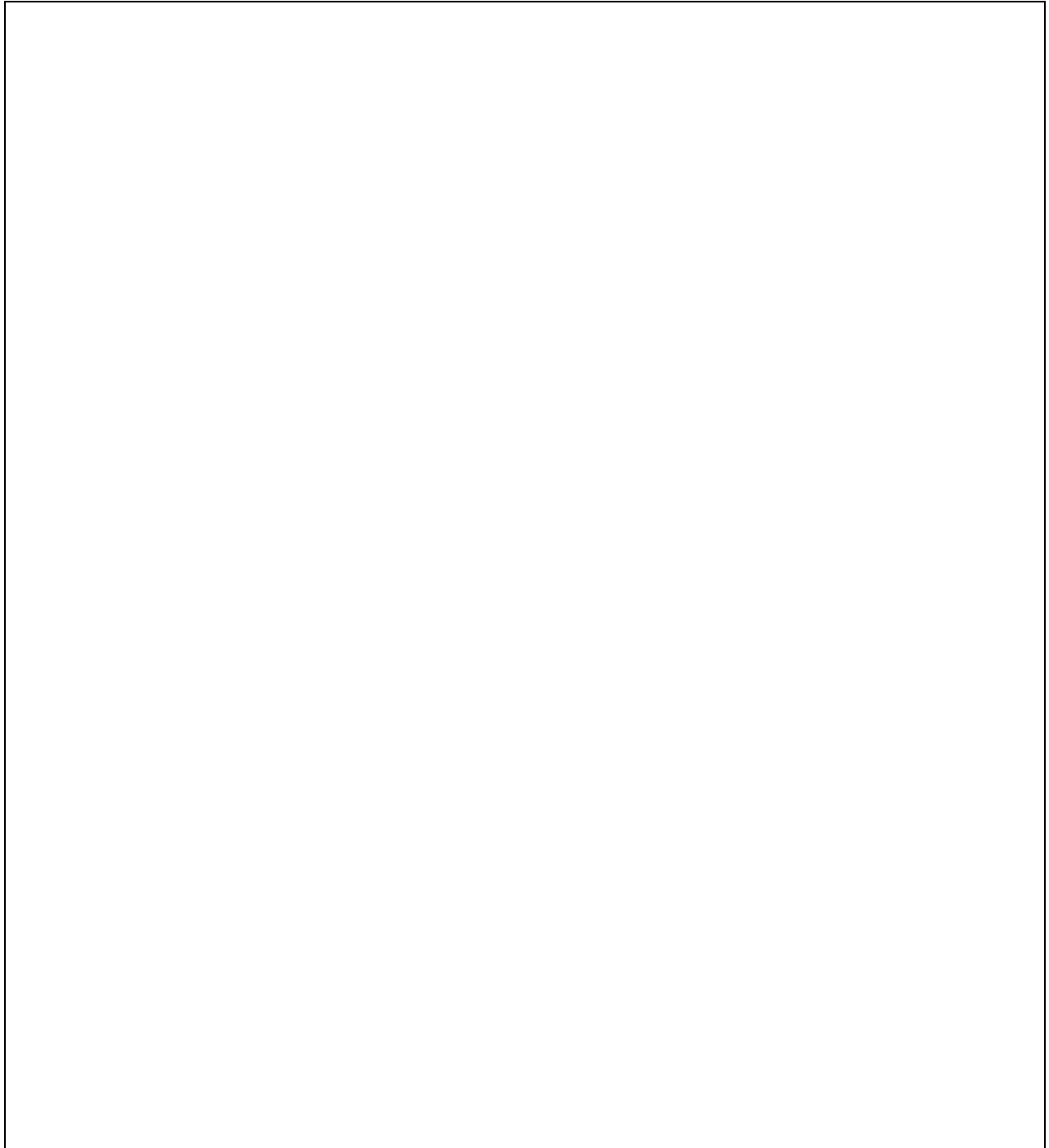
For each question, reflect on your program or organization and choose one of the following:

- **Red Light:** Our organization has not gone there
- **Yellow Light:** Our organization has started conversations about this or taken some first steps
- **Green Light:** Our organization is fully on board

	Red Light	Yellow Light	Green Light
Program & People			
1) Does your organization consider the needs of Latinx youth as a part of programming assessment, planning, and implementation?			
2) Does your organization have a mechanism for Latinx youth to provide input to the program?			
3) Is your organization inclusive of families? For example, do some of your offerings welcome family participation? Is your description of “family” inclusive?			
4) Does your staff (and board) reflect the full spectrum of communities of color, including Latinx people, within your service area?			
5) Does your organization have values-based partnerships with Latinx organizations in the region that complement your work?			
Organizational Policies & Culture			
1) Does your organization set goals that seek to address disparities for Latinx students?			
2) Does your organization allocate adequate resources for work focused on engaging Latinx students?			
3) In your organization, is white culture treated as the norm? For example, are people of color expected to assimilate into the existing organizational culture?			
4) Are all employees provided organizational space, time, and resources to discuss and respond to issues of equity or racial justice?			
5) Are the staff and students in your programs trained in interrupting racism at all levels within the organization?			

Opportunities for Organizational Improvement

What are some concrete opportunities to improve your organization's Latinx Student Engagement focus?

A large, empty rectangular box with a thin black border, intended for the user to write their response to the question above. The box is currently blank.