

Complequity Organizational Assessment Tool

A. PURPOSE AND VALUES	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NEUTRAL	NA/DK	AVE.
1. Our organization has a clear mission.							
2. The work we do on a daily basis is aligned with our mission.							
3. Our organization has a shared understanding in how we aspire to work together (e.g. values or norms)							
4. The actual work we do on a daily basis is aligned with our values, agreements, or norms.							
5. Addressing inequities due to social identities is explicitly included in our organization's mission.							
6. Addressing inequities due to social identities is explicitly included in our values or norms.							

OPEN-ENDED A1: Please state in your words what the mission of the organization is.

OPEN-ENDED A2: Please state 2-3 values or adjectives for how your organization works together.

B. SOCIAL EQUITY AND INCLUSION	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NEUTRAL	NA/DK	AVE.
7. We have a shared language and understanding about social injustices.							
8. Staff are supported in deepening their knowledge and skills around social justice issues.							
9. Staff openly notice, name, and address social discriminatory statements that occur at work.							
10. Our organization has formal and/or informal mechanisms in place to handle concerns and complaints about social discrimination.							
11. We talk about how formal and informal power differentials show up among staff based on differences in social identities.							
12. Staff who have formal and informal power in our organization include people from social identity groups that are historically discriminated against in our larger society.							

OPEN-ENDED B1: What social identity groups are most present in your organization?

OPEN-ENDED B2: What social identity groups have formal or informal power and influence your organizational culture?

C. SUBCULTURES AND OTHER CULTURAL INFLUENCES	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NEUTRAL	NA/DK	AVE.
13. Our organization has informal subgroups or cliques that influence our organization's culture. (REVERSE)							
14. The way we do things comes from people who are no longer in the organization. (REVERSE)							
15. Our culture is influenced by a broader cultural influence (e.g. businesses, professional associations, universities, government, etc.)(REVERSE)							
16. The dominant white culture of our larger society is treated as the norm in our organization. (REVERSE)							
17. The dominant male culture of our larger society is treated as the norm in our organization.(REVERSE)							
18. The dominant heterosexual culture of our larger society is treated as the norm in our organization.(REVERSE)							
19. The dominant cis-gendered culture of our larger society is treated as the norm in our organization. (REVERSE)							

OPEN-ENDED C1: Describe a cultural influence on your organization. This can be a subgroup, individuals who no longer work at your organization, or broader social influences (e.g. professional, academic, corporate, dominant white culture, etc.)



D. COMMUNICATION AND DECISIONMAKING	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NEUTRAL	NA/DK	AVE.
20. There is over-inclusion of people who need to be involved in a communication or decision. (REVERSE)							
21. There is under-inclusion of people who need to be involved in a communication or decision. (REVERSE)							
22. It is clear who is involved in making a decision.							
23. We are aware when a decision is being made and what the decision is.							
24. When a decision is made, we are clear about who is accountable for implementing a decision.							
25. Our communication and decision-making methods are aligned with our organization's values, agreements, or norms.							
E. CONFLICT AND FEEDBACK							
E. CONFLICT AND FEEDBACK	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NEUTRAL	NA/DK	AVE.
26. Differences of opinion and constructive dissent are valued here.							
27. At our organization, we give feedback to each other.							
28. At our organization, we bring difficult or uncomfortable topics up for discussion.							
29. At our organization, we address when we have harmed someone, even inadvertently, and we take responsibility for our actions (e.g. we address the impact of our statements and actions, regardless of our intentions).							
30. When conflict arises, we do not address it (e.g. differences of opinion are met with silence or brushed aside). (REVERSE)							
31. Our ways of dealing with conflict and feedback are aligned with our organization's values, agreements, or norms.							
F. INNOVATION/CREATIVITY/CURIOSITY							
F. INNOVATION/CREATIVITY/CURIOSITY	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NEUTRAL	NA/DK	AVE.
32. Staff offer new ideas about how to do work here.							
33. We try new ways of doing our work (e.g. experimentation, innovation, creative problem-solving, etc.).							
34. We consider making mistakes to be part of our learning and growth.(REVERSE)							
35. We have a standard way of doing things around here.							
G. EMERGENCE: WORKING WITH AMBIGUITY, UNCERTAINTY, AND THE UNPLANNABLE							
G. EMERGENCE: WORKING WITH AMBIGUITY, UNCERTAINTY, AND THE UNPLANNABLE	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NEUTRAL	NA/DK	AVE.
36. As an organization, we acknowledge and strive to live with feelings of discomfort when we face uncertainty in our work.							
37. We need to know what will happen next and ensure that we will succeed before we take action on something.(REVERSE)							
38. When we are engaged in a messy or murky process or feel stuck, we trust that solutions to our challenges will emerge.							
39. We take actions we think are important even when we don't know what the exact outcome will be.							
H. INTERDEPENDENCE AND SELF-ORGANIZATION							
H. INTERDEPENDENCE AND SELF-ORGANIZATION	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NEUTRAL	NA/DK	AVE.
40. People here work independently, with very little collaboration among each other. (REVERSE)							
41. Departments or work groups here work independently of each other. (REVERSE)							
42. Staff here feel that what they are each doing is part of something larger that depends on them.							
43. When we see there is a need to do something, we organize ourselves and make it happen.							



I. CONNECTEDNESS WITH COMMUNITY	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NEUTRAL	NA/DK	AVE.
44. Our organization is part of a larger network of groups with similar purposes and values.							
45. Our organization's success and positive impact depends on how well we are working with other groups, organizations, and initiatives.							
46. We seek feedback about our work from the people and communities most impacted by the challenges our work tries to address.							
47. When we make major decisions in our work, we consider the guidance and direction from people and communities most impacted by the challenges our work tries to address.							
J. ORGANIZATIONAL REFLECTION AND CARE							
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48. We spend time together reflecting on how we are working together (e.g. in terms of communication, decision-making, conflict and feedback, etc.).							
49. We spend time together engaging in self-care practices (e.g. walking, meditation, yoga, singing, somatics, dancing, storytelling, etc.).							
50. We have fun in our organization (e.g. there's laughter, joy, or playfulness).							
51. We have collective practices to support coworkers who are experiencing particular challenges (e.g. grief, trauma, illness, hopelessness, etc.).							
52. We take time out to recognize or celebrate our accomplishments.							
53. We have opportunities to meaningfully share with each other our personal cultures and social identities (e.g. food, pictures, stories, activities, etc.).							
OPEN-ENDED J1: What reflection or self-care practices does your organization do together?							
K. ADDITIONAL OPEN-ENDED QUESTIONS							
K1: If a person walked through your office, what 2-3 things would they notice and what assumptions would they make about your organization's culture?							
K2: What three words would you use to describe your organization's culture?							
K3: What would you tell a new employee about what it is like to work at your organization that they will not find in a policy manual?							
K4: What do you like best about your organization's culture?							
K5: If you had to choose 2-3 things to change about your organization's culture what would they be?							
K6: Are you able to show up at work as your authentic self? Why or why not?							
K7 :How do your social identities impact what it is like for you to work at your organization? (Again, please note that your responses are confidential and will not be shared in a way that you can be identified.)							
K8: What did we not ask that you think is important for us to know? What haven't you yet shared out loud?							

