

The Catalyst Fund Resource Guide

Introduction

Thank you for your interest in programs of The Catalyst Fund. Becoming a more equitable, diverse, and inclusive organization neither happens overnight, nor can be achieved by simply adding more people of color, women, or LGBTQIA+ people to the staff or board to increase representation. People must feel seen, heard, and meaningfully empowered within the organization to make change. In organizational cultures that are inclusive, all stakeholders feel empowered to share and contribute, which encourages a genuine sense of belonging. We hope the following resources will be helpful to you, no matter the current stage of your EDI learning.

General Resources

- » [So You Want to Hire an Equity Consultant Part 1 & Part 2 – Equity in the Center](#)
- » [EDI Resource Center](#) – League of American Orchestras
- » [Glossary](#) – Racial Equity Tools
- » [The Groundwater Approach: Building a Practical Guide to Understanding Structural Racism](#) – Racial Equity Institute
- » [Making the Case for Equity, Diversity, and Inclusion in Orchestras: A Guide from the League of American Orchestras](#)

Resources for Staff and Board Development

- » [A Message to My Fellow White Board Chairs](#) – Cathy Trower, Chair, BoardSource
- » [How Orchestra Boards Can Advance Equity, Diversity, and Inclusion In American Orchestras: A Guide from the League of American Orchestras](#)
- » [Beyond the Board Statement Part 1 & Part 2: How Do Boards Join the Movement for Racial Justice?](#) – Nonprofit Quarterly
- » [“Anxious to Launch a Diversity Equity Inclusion Program at Your Nonprofit? Here's How to Know if You Should Wait!”](#) – Lisa Brown Alexander, Founder and CEO of Nonprofit HR
- » [Awake to Woke to Work: Building a Race Equity Culture](#) – Equity in the Center

League Conference Session Videos on YouTube:

- » [Conference 2021 Opening Session with Wynton Marsalis](#)
- » [The Arc of Art and Community Solidarity with Marc Bamuthi Joseph](#)
- » [Creating Pathways for Meaningful Action In the Face of Racial Injustice](#) (League Membership required to view)
- » [Anti-Black Racism and American Orchestras](#)
- » [EDI at the San Francisco Symphony: Foundational Work and the COVID-19 Challenge](#)
- » [Outside the Box: An \(Unconventional\) Orchestra Musician's Perspective](#)

League Research and Publications

- » [Racial/Ethnic and Gender Diversity in the Orchestra Field](#)
- » [Forty Years of Fellowships: A Study of Orchestras' Efforts to Include African American and Latino Musicians](#)

Equity Assessment Tools

- [An Introduction to Racial Equity Assessment Tools](#) – Race Forward
- [Transforming Organizational Culture Assessment Tool \(TOCA\)](#) – MP Associates
- [Food System Racial Equity Tool: A Facilitation Guide](#) – University of Wisconsin-Extension
- [Philanthropy Self-Assessment for Working with Tribal Communities](#) – Native Americans in Philanthropy

Metrics and Evaluation Tools, via Racial Equity Tools

- [What are Some Non-Statistical Methods](#) for Indicating Whether an Activity Made an Important Contribution to Change?
- [How Can We Use Evaluation Findings to Reflect on and Adjust Our Work?](#)
- [How Can We Make Evaluation and Data Tracking Routine?](#)

Equity Assessment Screening tool

Below is a brief assessment to help examine your current policies and discern changes you can take to implement EDI practices across your organization. For more information, and the key to scoring the assessment below, visit the [Race Matters Institute website](#).

In each section, please check all items that describe your organization, and total the check marks as directed.

Section A

My organization:

- Understands and communicates that reducing racial inequities is mission-critical.
- Collects, breaks out, and analyzes data by race/ethnicity in programs and operations.
- Proposes strategies for its work that have been put through a racial impact analysis.
- Values diversity, and inquires about the cultural competence of staff to work with diverse groups.
- Has mechanisms for management accountability around racial equity, diversity, and inclusion.
- Has mechanisms for staff accountability around racial equity, diversity, and inclusion.
- Supports the efforts of internal groups to work on issues of equity, diversity, and inclusion.

In Section A, I checked ____ boxes.

Section B

My organization:

- Has some recognition that expanding opportunity and closing racial gaps are important to its work.
- Collects and breaks out data by race/ethnicity in programming but is not sure what to do with it.
- Has gone through trainings about race but is unclear about what to do next.
- Needs a better understanding of the distinctions between equity and diversity/inclusion.
- Has no mechanisms for management accountability around equity, diversity, and inclusion.
- Has no mechanisms for staff accountability around equity, diversity, and inclusion.
- Has an internal group working on issues of equity, diversity, and inclusion.

In Section B, I checked ____ boxes.

Section C

My organization:

- Does not collect, break out, or analyze data by race/ethnicity in programming.
- Proposes strategies that are presumed to work for all children.
- Looks for staff, consultants, and vendors with racial/ethnic backgrounds similar to the community.
- Sees diversity as an important organizational consideration.
- Has accountability mechanisms around diversity and inclusion, but not around equity.
- Offers cultural competence training and opportunities for cross-cultural conversations and learning.
- Supports the efforts of internal groups to work on issues of diversity and inclusion.

In Section C, I checked ____ boxes.

Section D

My organization:

- Does not collect, break out, or analyze data by race/ethnicity in programs or operations.
- Proposes strategies that are presumed to work for everyone.
- Presumes that all staff can work with all groups.
- Does not see diversity as an important organizational consideration.
- Believes that lifting up issues of race/ethnicity will only create conflict.
- Has no accountability mechanisms around equity, diversity, and inclusion.
- Discourages the formation of internal groups to focus on race/ethnicity.

In Section D, I checked ____ boxes.