



TALENT ADVANCEMENT PROGRAM

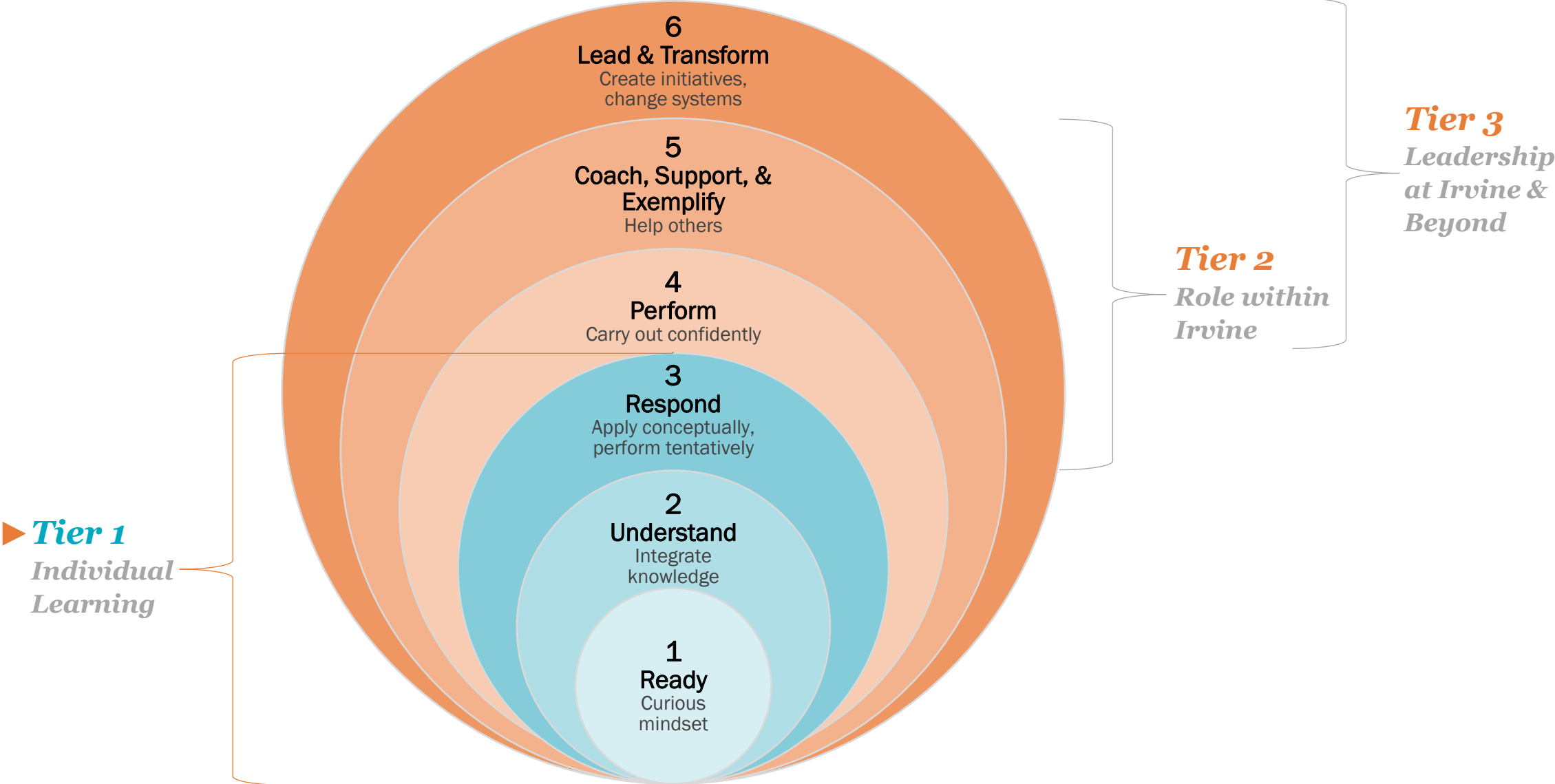
# Equity Competency – Self Assessment Guide



The James Irvine  
Foundation



# A self-assessment mindset to consider for your equity work



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## Irvine Values

Self-assessment requires that we step out of our comfort zone, recognize our privileges, and learn and act on the information we receive.

Facing hard questions is what promotes growth within ourselves and our organization.

### *Queries to check we uphold equity:*

- **Are my actions reinforcing or countering** “isms” and the inequities that result? (sexism, White supremacy, heteronormativity, etc.)
- **How am I using my power** and privilege of our values, goals, and ideals?
- **Whose voice** or viewpoint am I including — or leaving out?
- **Am I aware** of how my behavior and decisions impact others? Have I systematically and proactively assessed the potential for negative impact?

# Self Assessment Worksheet:

## A few questions to get you thinking about your equity learning

These questions are designed to encourage self-reflection and help staff assess their current level of engagement and understanding in the Tier 1 competency. They provide insights into both strengths and areas for improvement, guiding individuals in developing a focused plan for personal and professional growth related to equity.

Take the assessment below to evaluate where your strengths and opportunities for improvement lie when it comes to understanding self, others, and context in preparation for developing and implementing an equity competency.

**Scale:** Never, Rarely, Sometimes, Frequently, or Always.

1. I am aware of my own social identities (e.g., race and ethnicity, socio economic status, ability, language, sexuality, etc.).
2. I am proactive in learning about how different aspects of my identity may bring me advantages or disadvantages in a given setting.
3. I can identify how my previous experiences inform my current perceptions and beliefs about race, ethnicity, and racism.
4. I examine how the cultures that I am a part of might perpetuate specific beliefs and attitudes related to different racial/ethnic groups.
5. I take initiative to participate in opportunities to help me better apply my skill/knowledge around race, ethnicity, and racism to my work in my professional field.
6. I seek feedback from peers and/or supervisors regarding my understanding and demonstration of equity concepts and make modifications where applicable.
7. When someone tells me that I have caused harm, I am able to take responsibility for my actions and their consequences, do repair work, and adjust my behavior going forward.
8. I take initiative to participate in conversations that push me to complicate my understandings of equity and inclusion.
9. I reflect on how colleagues with different cultural and social identities than my own may experience me and Irvine.
10. I make tangible efforts to learn about how to better foster a positive environment where all individuals can feel a sense of belonging and inclusion.

	N	R	S	F	A
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# Reflection

We are all on this learning journey and can never “arrive.”

However, you are required to know the entire, required core learning curriculum. We strongly encourage you to read from start to finish.

As additional support, please use the reflection questions on the right as guidance when developing your CDG.

## *If most of your worksheet answers were:*

**“Rarely” and “Never”** – We recommend starting at the beginning of the equity curriculum and establish a CDG around a better understanding of the required curriculum

- Do you understand the four fundamental levels of racism?
- Can you articulate the key milestones and initiatives in Irvine’s equity journey?
- How familiar are you with California’s history?

**“Sometimes”** – Consider soliciting feedback from your peers, Advisor, and/or those who have a deeper experience about how to improve your knowledge or engagement gaps.

- Have you sought feedback from peers or supervisors regarding your understanding of equity concepts?
- Can you identify specific areas where you feel confident in your equity knowledge and areas where you recognize the need for improvement?
- How do you ensure ongoing self-awareness of your knowledge gaps related to equity?

**“Always” and “Frequently”** – Consider taking advantage of equity education opportunities that prepare you for entering Tier 2.

- What steps have you taken to participate in the equity-related training and workshops provided by the organization?
- Have you sought external opportunities for learning about evolving equity perspectives and best practices? Who can you reach out to regarding where opportunities may exist?
- How do you prioritize and schedule time for ongoing equity education in your professional development plan?