



RACIAL EQUITY PERFORMANCE STANDARDS (FUNDAMENTAL)

	Excellent	Good	Satisfactory	Needs Improvement
Board Membership	75% of Board of Director members consist of people of the global majority/ American racial or ethnic minorities.	50% of Board of Director members consist of people of the global majority/ American racial or ethnic minorities.	25% of Board of Director members consist of people of the global majority/ American racial or ethnic minorities.	Less than 1/4 or 25% of Board of Director members consist of people of the global majority/ American racial or ethnic minorities.
Senior Leadership	75% of senior leadership team is made up of people of the global majority/ American racial or ethnic minorities.	50% of senior leadership team is made up of people of the global majority/ American racial or ethnic minorities.	25% of senior leadership team is made up of people of the global majority/ American racial or ethnic minorities.	Less than 1/4 or 25% of senior leadership team is made up of people of the global majority/ American racial or ethnic minorities.
Professional Development	100% of staff have matriculated through or participated in cultural competency training (facilitated by a BIPOC expert) in order to increase DEIA education and competency.	75% of staff have matriculated through or participated in cultural competency training in order to increase DEIA education and competency.	50% of staff have matriculated through or participated in cultural competency training in order to increase DEIA education and competency.	Less than half or 50% of staff have participated in cultural competency training.
Policy/ Procedure	100% of our policies have been reviewed for bias , offensive and or exclusive language.	75% of our policies have been reviewed for bias, offensive and or exclusive language.	50% of our policies have been reviewed for bias, offensive and or exclusive language.	Less than half of our policies have been reviewed for bias, offensive and or exclusive language.