

# Building Blocks for Change:

## A Race Equity Assessment

Building Blocks for Change (BB4C) is an assessment tool created by the Building Movement Project (BMP) to help nonprofits develop key capacities in order to foster more race equity in their workplaces.

Rather than auditing an organization's policies, processes, and procedures, BB4C assesses staff experiences through the lens of four key Capacities—Learning, Leadership, Conversation, and Voice—that are fundamental for organizations engaging in racial equity work. The assessment process aims to deepen nonprofit organizations' understanding of the changes necessary to become more inclusive and racially equitable.

BB4C was created with the belief that race equity work at a nonprofit organization is a part of—not separate from—its broader organizational development work. It offers a comprehensive and affordable survey to anonymously capture and understand the experiences of everyone at the organization. Equipped with invaluable insights, teams become better positioned to have important conversations, and engage in meaningful action to embed race equity into all facets of the organization.

The majority of organizations complete the BB4C assessment process within 6–9 months. Generally, organizations can expect to select at least 1–3 people at the organization to serve on the Assessment Team, and depending on the role they serve, individuals on the Assessment Team can anticipate to dedicate 1-15 hours per week to support the process.



### BB4C Does

Give you a **custom report** that captures your organization's current race equity efforts

Reflect feedback from **staff** about their experiences

Provide a **framework** of key Capacities required to maintain a racially equitable workplace

Help **guide discussions** to identify where the organization can build up its race equity work

**Suggest places** to enhance your organization's practices, as well as which areas might take longer to develop



### BB4C Does Not

Give you **quantitative data** or definitive “scores” on how your organization is doing

Include the **board's** experiences or perceptions of the work

Provide an **audit** of the organization's policies, procedures, or processes

**Replace the potential need for an outside facilitator** or consultant to help you implement next steps and guide discussions

**Provide a checklist** for your specific organization to follow to “achieve” race equity, because race equity is an ongoing process

# The BB4C Framework Focuses on Four Capacities

## **LEARNING**

Organizations that are willing to learn and change are more able to meaningfully incorporate race equity strategies. This commitment to learning and changing sets the tone for grappling with and responding to feedback from people at the organization, and establishing more effective race equity practices.

## **LEADERSHIP**

Everyone at the organization has a role to play in moving race equity forward. However, senior management must commit to this work and recognize how their power and privilege play out in the organization. Creating a space that welcomes staff participation allows for the generation of ideas and solutions from people at all levels. Senior managers must then drive the co-created solutions forward.

## **CONVERSATION**

Meaningful race equity efforts require the ability to have hard conversations. To do this well, it is important to build trusting and resilient relationships, have shared language to communicate about challenging topics, develop a process to deal productively with conflict, and create mechanisms for accountability.

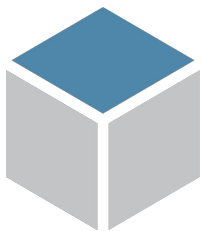
## **VOICE**

Having a voice, and therefore influence, in an organization, especially for people of color, can address power imbalances and advance race equity. It can increase agency over their work, and encourage collective responsibility for the organization's success. This requires inviting greater participation across racial and positional differences and expanding access to information necessary for making decisions.



These four key Capacities are foundational for organizations to strengthen race equity practices.

## Each Capacity Breaks Down Into Three Focus Areas



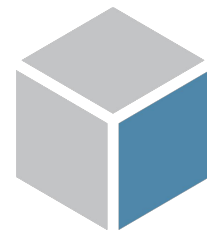
### **MOTIVATION**

Indicates the organization's genuine interest in and openness to making changes that foster a more racially equitable workplace.



### **PRACTICE**

Speaks to how the organization has applied race equity principles in its day-to-day operations.



### **STRUCTURES**

Refers to the plans, processes, and policies that help embed race equity in a foundational and systematic way.