



# Building Blocks for Change

A Race Equity Assessment

## Building Blocks for Change Monthly Information Session

An Initiative of  
Building Movement Project

# Our Team



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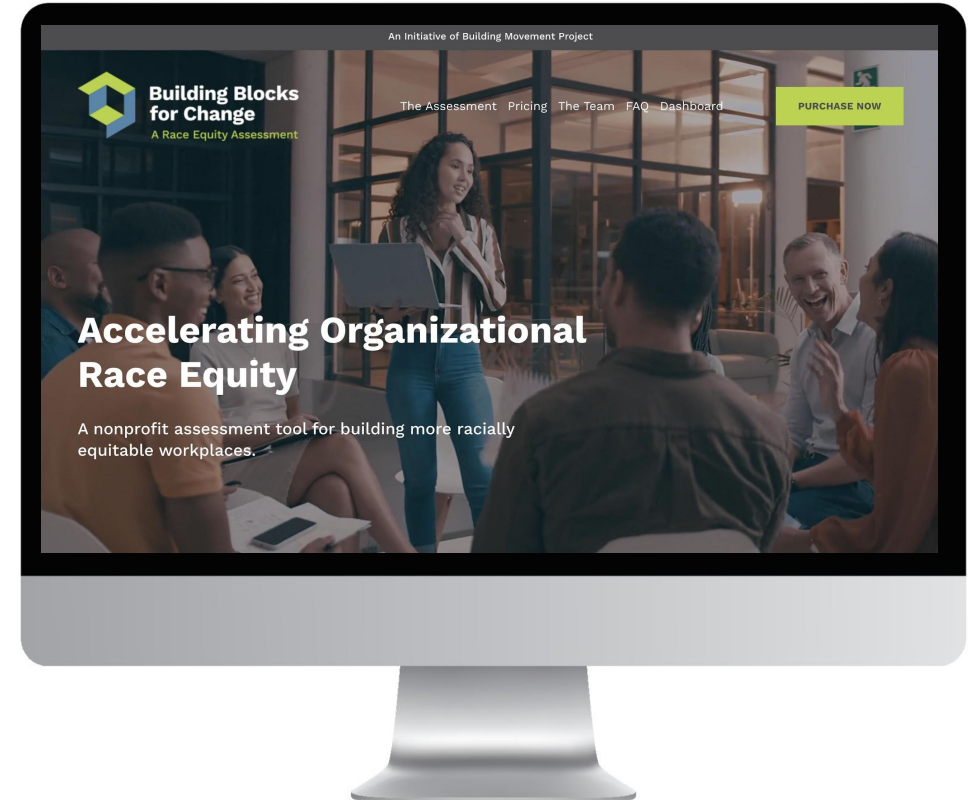


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# Building Blocks for Change (BB4C) Overview

# Building Blocks for Change Overview

- Building Blocks for Change is an automated race equity assessment process designed to help nonprofits develop the foundational capacities needed to foster more race equity in their workplaces.
- The assessment process aims to deepen nonprofit organizations' understanding of the changes necessary to become more racially equitable by focusing on the most impactful drivers of organizational culture change: **Learning, Leadership, Conversation and Voice.**



# Assessment Framework

**These four Capacities are foundational to fostering more racially equitable workplaces:**



## **LEARNING**

The Learning Capacity refers to a willingness to learn, test new ideas, and change.

## **LEADERSHIP**

The Leadership Capacity speaks to the importance of senior leaders to champion race equity.

## **CONVERSATION**

The Conversation Capacity is rooted in the idea that meaningful race equity efforts require the ability to have hard conversations.

## **VOICE**

The Voice Capacity refers to the ability to listen to voices and amplify influence from broader groups of people, especially people of color.

**Each Capacity breaks down into three Focus Areas:**



## **MOTIVATION**

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



## **PRACTICE**

Speaks to how race equity principles have been applied in the day-to-day operations of the organization.



## **STRUCTURES**

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

# The BB4C Assessment Process

The BB4C assessment process involves three main phases. These phases culminate in the development of a race equity Implementation Plan for the organization, which can be used to track the organization's progress towards building a more equitable workplace, and contribute to ongoing race equity efforts.



## Getting Ready

Assemble the team responsible for leading the organization through the assessment process.

## Phase 1

### Taking the Survey

Establish expectations, build enthusiasm, and administer the survey across the entire organization.

## Phase 2

### Sharing the Findings

Engage in meaningful review, reflection, and dialogue regarding the organization's custom report and findings.

## Phase 3

### Advancing to Next Steps

Assemble the team responsible for stewarding and implementing the organization's ongoing race equity strategies.

## Ongoing Implementation

Co-create a race equity Implementation Plan, take steps to implement, and develop a mechanism for regular feedback and evaluation.

# What You Get



## Survey & Report

Based on responses from an anonymous survey, organizations will receive a [custom report](#) which offers aggregated findings and recommendations. Larger organizations may be eligible for disaggregated findings by race and position.



## Dashboard

Participating organizations will have access to the BB4C Dashboard, which houses a robust library of digital materials, guidance on how to move through the assessment phases, and access to the BB4C Help Desk.



## Communications

The BB4C team will provide regular progress and participation updates unique to your organization, and offer helpful tips and reminders as you move through the assessment process.



## Technical Assistance

Building Movement Project staffs the BB4C Help Desk to respond to questions throughout the assessment process.

# What to Expect



The Assessment Team should consist of 1-3 employees.



The BB4C assessment process can range between 6-9 months at a pace set by the organization.



Members of the Assessment Team may dedicate 1-15 hours per week to support the process.



# BB4C Custom Report Snapshot

## Sharing the Findings

After an overview of the process and report, high-level results, and a demographic information page, the report delves into the findings.

Organizations can see respondents' views in detail and discover where their equity work is the most and least developed.

This page shows results by capacity area to introduce organizations to how respondents are feeling overall.

## Overall Results by Capacity

### Overall Experience

Overall, people at the organization feel that it is beginning to understand its position in race equity work and should ramp up efforts in order to take meaningful action toward greater race equity.

### Most Developed: Voice

As the organization continues to build the Voice Capacity into a strength, it's important to recognize that inviting staff, especially staff of color, to have a voice, and therefore influence, can advance all Capacities. When you increase staff agency over their work and invite greater participation across racial and positional differences, you build greater collective effort toward race equity.

### Least Developed: Conversation

The organization should focus on developing the Conversation Capacity because meaningful race equity efforts require the ability to have hard conversations. Strengthening your ability to do this will allow you to have honest and safe exchanges in order to co-create ideas and strategies for all Capacities.

Please note that your results in "Most Developed" and "Least Developed" may be pulled from small differences in the responses not easily discernible in the graphs.



## Organizational Results: A Closer Look

The report then delves into each Capacity area in detail, with findings broken down into the three focus areas: Motivation, Practice, and Structures.

This page also lists the elements of each focus area and identifies where respondents feel the organization is most and least developed, based on their responses.



## Learning Results

### Why Is Learning Important?

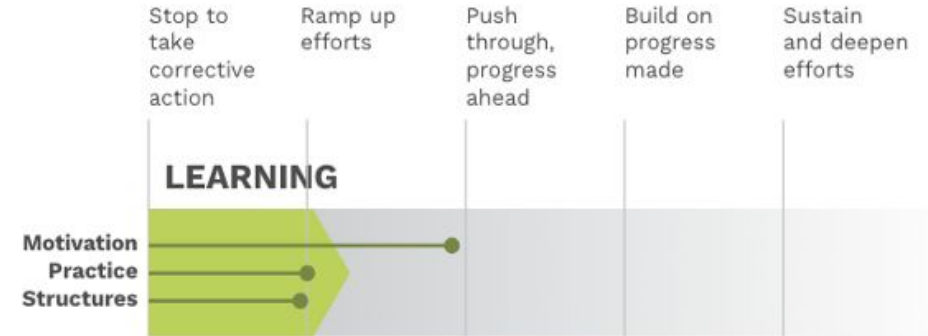
Organizations that are willing to learn and change are more able to meaningfully incorporate race equity strategies. This culture of learning sets the tone for consistently grappling with and responding to feedback from the organization's staff and community, and establishing more effective race equity practices.

### Key Results by Capacity

Overall, people at your organization feel that the organization needs to ramp up efforts in order to continue to build the Learning Capacity into a strength.

### Key Results by Focus Area

In particular, respondents indicate that the organization should focus on developing the Structures Focus Area. This would demonstrate that the organization is committed to embedding learning into its systems.



### Key Motivations

- Welcoming new approaches
- Being open to critical feedback **LEAST DEVELOPED**
- Seeing mistakes as learning opportunities
- Recognizing change may be necessary
- Encouraging employees to ask others for help **MOST DEVELOPED**



### Key Practices

- Assess strengths and weaknesses of RE efforts **LEAST DEVELOPED**
- Develop short- and long-term RE goals
- Try new approaches
- Learn from other organizations' RE efforts
- Provide opportunities to learn from mistakes **MOST DEVELOPED**



### Key Structures

- Clearly reflected vision for RE
- Plan for being a racially equitable workplace **LEAST DEVELOPED**
- Budgeted resources to achieve RE plan
- Evaluation processes for organization's work **MOST DEVELOPED**
- Planning process explores several perspectives

RE = Race Equity

## Breaking Down the Responses

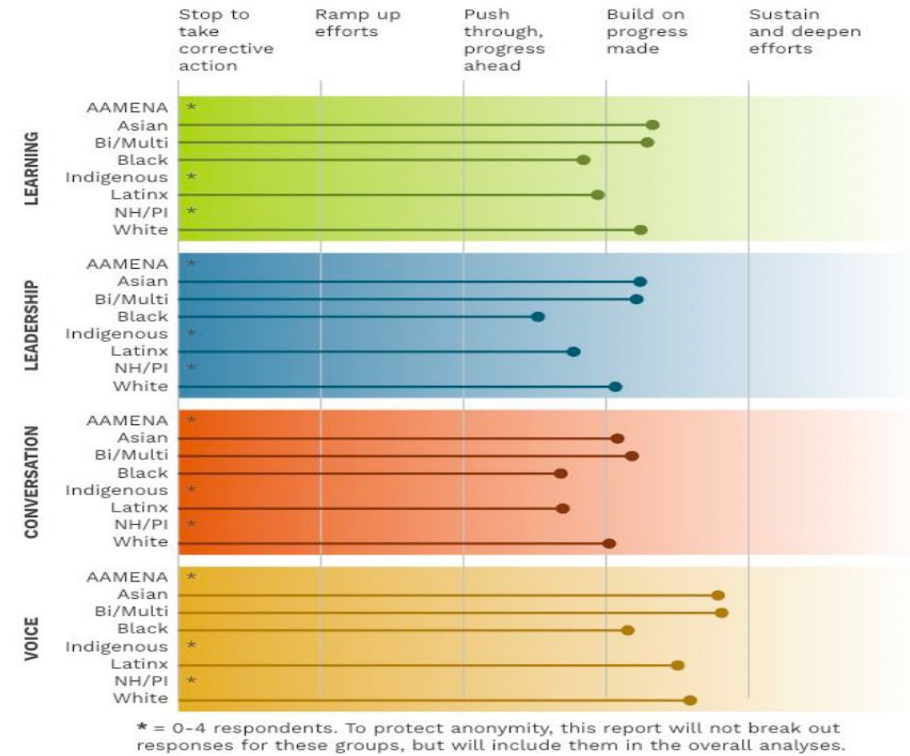
... and at a level that looks deeper at responses by race when possible.

### Breakdown by Capacity: Digging Deeper by Race

When reviewing these results, it's possible many nuances, visible or not, exist across racial groups. It's important to not jump to any quick conclusions. Instead, you can use the following guiding prompts to help you understand your results and lift up relevant patterns.

- Are there certain racial groups that consistently disagree with each other? Or consistently agree?
- Is there a racial group whose responses consistently suggest they are having a more negative experience? More positive?
- In which Capacity are the racial groups in greatest agreement? Least agreement?

Drawing out some patterns and trends can help guide the organization toward pertinent questions to ask staff and senior managers as part of ongoing efforts to become a more racially equitable workplace.



# BB4C Assessment Pricing

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The BB4C assessment is offered on a sliding scale based on the size of your organization's annual budget. Custom reports vary based on size and diversity of organizational staff. [Find out more about what you get.](#)

<b>&lt;\$500K Budget</b>	<b>\$250</b>
<b>\$500K - \$999K Budget</b>	<b>\$500</b>
<b>\$1M - \$3.9M Budget</b>	<b>\$1,000</b>
<b>\$4M - \$9.9M Budget</b>	<b>\$2,000</b>
<b>\$10M+ Budget</b>	<b>\$4,000</b>

## Add-on Options

Add-on options are only available to eligible organizations after they have received their custom report.

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**Custom Disaggregation** **\$500**  
 (if possible) per additional report

Reports and analysis with further disaggregation by tenure, gender, or role/position.

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**Interpretation Sessions** **\$500**  
per session

Sessions with the BB4C team to assist your organization in understanding and interpreting your custom report.

- 1) Orient organization to the report structure, layout, and key components
- 2) Review the assessment findings and recommendations
- 3) Provide high-level recommendations, next steps, and resources

Thank You!

