Kent County
**Essential Needs
Task Force**

Food & Nutrition

Organizational Self-Assessment

2025 System Report

Introduction

This report presents results from the Kent County Essential Needs Task Force (ENTF) Food and Nutrition Committee (FNC) Organizational Self-Assessment (OSA). Sixty-five respondents from 20 organizations completed the OSA survey in September and October 2025. The OSA survey can be viewed in Appendix B. This is the fifth annual FNC OSA, which was developed by the FNC Data-Story Action Team in 2021. Seventeen of these organizations participated in one or more previous FNC OSA, and three participated for the first time this year.

The OSA survey asks about 12 organizational practices, listed below. Respondents were asked to rate their organization's commitment to and implementation of each practice. The practices were divided into four categories, each containing three practices, labelled A1-A3 for advocacy, C1-C3 for community engagement, D1-D3 for data, and E1-E3 for equity. These labels are only intended to aid in navigating between charts, not to convey value. The practices are abbreviated in the graphs throughout this report. Reference the list below for the full wording.

For each category, respondents were asked: "Is there anything else you would like us to know about this?" They were also asked if they would like to receive support with any of the practices. Finally, participants were asked if any changes had been made to advocacy, community engagement, data, or equity practices in the past 12 months.

Organizations were provided three options for participating: 1) have one person take the survey, 2) offer it to a select group, or 3) offer it to everyone in the organization. This report aggregates results from all the organizations that participated. Additionally, three organizations had five or more respondents each and received a confidential report of their organizational results.

Practices

A1 We actively look for local, state, and national advocacy opportunities
A2 We engage in governmental planning and budgeting processes
A3 We promote policies and practices that address the root causes of financial insecurity
C1 We involve participants in our organizational and program planning
C2 We empower participants to become leaders in our organization and community
C3 We adjust our programs based on participants' feedback
D1 We have a clear understanding of how our programs contribute to our mission
D2 We identify and track outcomes, not just outputs, for our programs
D3 We adjust our programs based on data
E1 Our board and staff are representative of the community we serve
E2 Diversity, equity, and inclusion training is mandatory for our board and staff
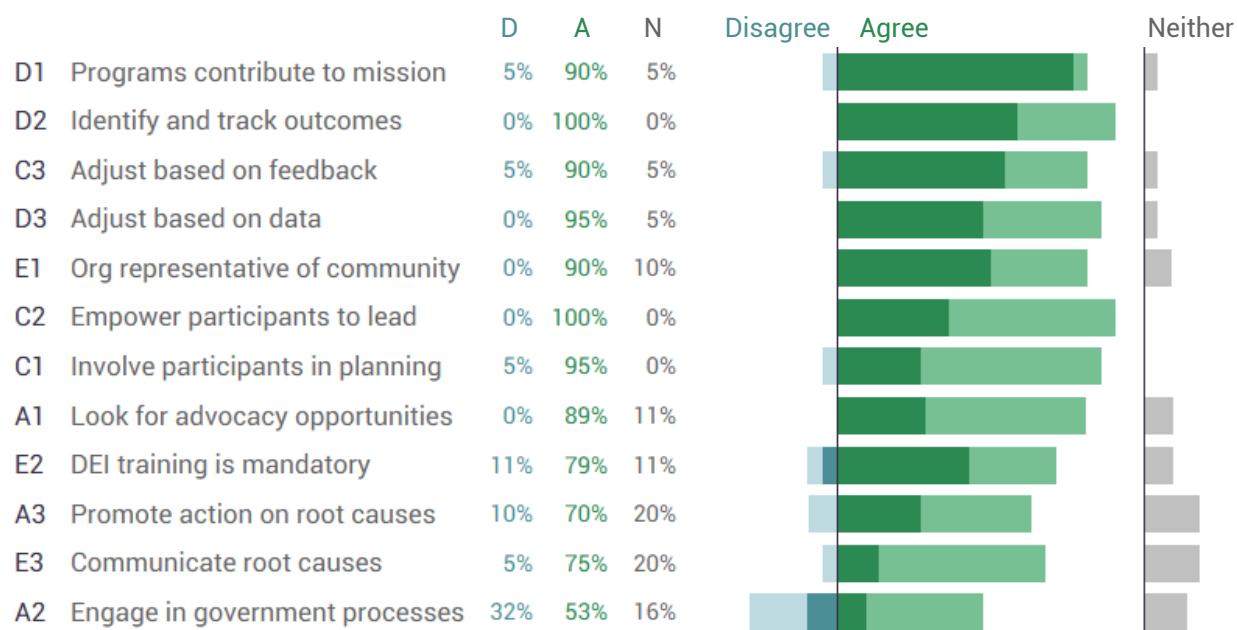E3 Our communications explain the root causes of financial insecurity

Commitment

Participants were asked to rate their organization on the statement "we are committed to this in theory" for each of the practices. An average over three indicates agreement and under three indicates disagreement.

On average, participating organizations agree they are committed to each of these practices with strong agreement on eight.

		Value
D1	Programs contribute to mission	4.61
D2	Identify and track outcomes	4.48
C3	Adjust based on feedback	4.41
D3	Adjust based on data	4.37
E1	Org representative of community	4.35
C2	Empower participants to lead	4.28
C1	Involve participants in planning	4.17
A1	Look for advocacy opportunities	4.15
E2	DEI training is mandatory	3.99
A3	Promote action on root causes	3.75
E3	Communicate root causes	3.74
A2	Engage in government processes	3.14

Color Key
- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

Recode Values
SD 1.00-1.99
D   2.00-2.99
N   3.00
A   3.01-4.00
SA 4.01-5.00

When looking at the spread of responses, agreement is roughly 90% or more on eight practices, and disagreement is 10% or more on just three.

		D	A	N
D1	Programs contribute to mission	5%	90%	5%
D2	Identify and track outcomes	0%	100%	0%
C3	Adjust based on feedback	5%	90%	5%
D3	Adjust based on data	0%	95%	5%
E1	Org representative of community	0%	90%	10%
C2	Empower participants to lead	0%	100%	0%
C1	Involve participants in planning	5%	95%	0%
A1	Look for advocacy opportunities	0%	89%	11%
E2	DEI training is mandatory	11%	79%	11%
A3	Promote action on root causes	10%	70%	20%
E3	Communicate root causes	5%	75%	20%
A2	Engage in government processes	32%	53%	16%

The practices towards the bottom of the charts above have lower percentages of agreement and/or higher percentages of disagreement. This presents an opportunity for FNC to explore why these practices matter. What benefits could implementing these have for our member organizations and our community?

In both this section and the following, the graphs are sorted by the system average. Organizational averages were calculated by adding the recode values of all the responses from an organization and dividing by the number of responses from that organization. There was also a "don't know" option, which was excluded from this calculation. System averages were calculated by adding all the organizational averages and dividing by the number of participating organizations.

Agreement (green text) was calculated by adding the percentage of organizational averages in the agree and strongly agree ranges. **Disagreement (blue text)** was calculated by adding the percentage of organizational averages in the disagree and strongly disagree ranges. In the graphs showing the spread of responses, the second axis with gray bars and plain text indicates the percentage of organizational averages that were neutral ("neither agree nor disagree").
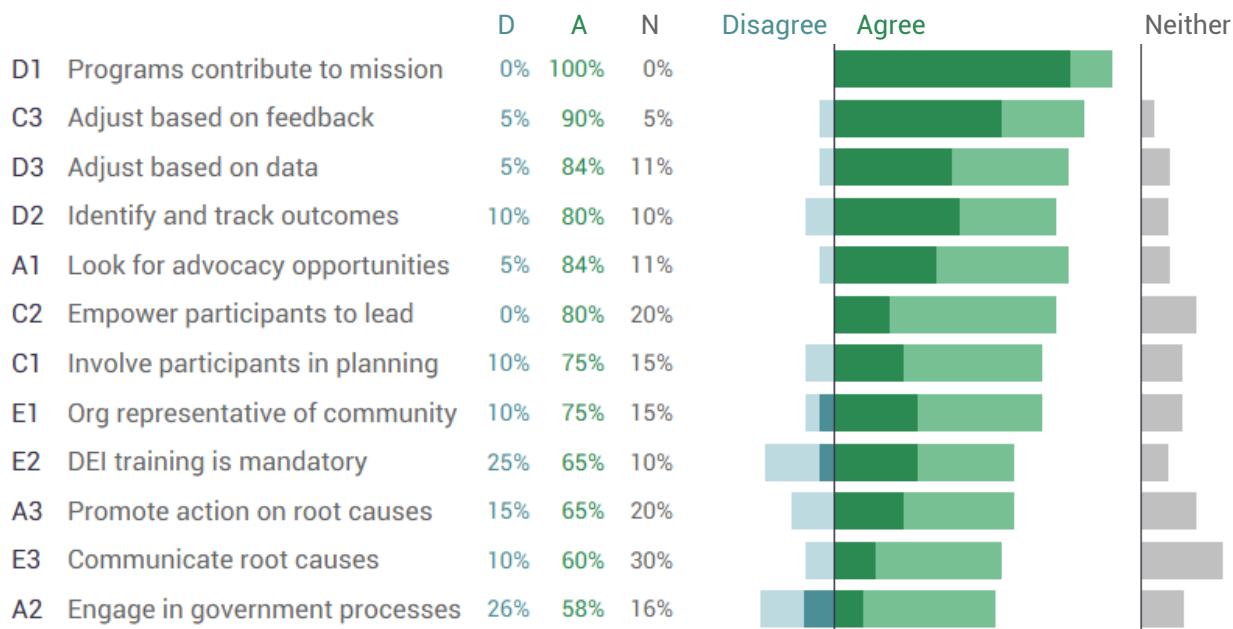
Implementation

Participants were asked to rate their organization on the statement "we have implemented this as practice" for each of the practices.

On average, participating organizations agree they are implementing all these practices with strong agreement on five.

D1	Programs contribute to mission	4.73
C3	Adjust based on feedback	4.36
D3	Adjust based on data	4.13
D2	Identify and track outcomes	4.06
A1	Look for advocacy opportunities	4.02
C2	Empower participants to lead	3.91
C1	Involve participants in planning	3.83
E1	Org representative of community	3.78
E2	DEI training is mandatory	3.62
A3	Promote action on root causes	3.61
E3	Communicate root causes	3.54
A2	Engage in government processes	3.20

Color Key
- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

Recode Values
SD 1.00-1.99
D   2.00-2.99
N   3.00
A   3.01-4.00
SA 4.01-5.00

When looking at the spread of responses, agreement is at least 75% on eight practices, and disagreement is 15% or more on just three.

		D	A	N	Disagree	Agree		Neither
D1	Programs contribute to mission	0%	100%	0%				
C3	Adjust based on feedback	5%	90%	5%				
D3	Adjust based on data	5%	84%	11%				
D2	Identify and track outcomes	10%	80%	10%				
A1	Look for advocacy opportunities	5%	84%	11%				
C2	Empower participants to lead	0%	80%	20%				
C1	Involve participants in planning	10%	75%	15%				
E1	Org representative of community	10%	75%	15%				
E2	DEI training is mandatory	25%	65%	10%				
A3	Promote action on root causes	15%	65%	20%				
E3	Communicate root causes	10%	60%	30%				
A2	Engage in government processes	26%	58%	16%				

Unlike in the commitment section above, identifying opportunities to improve our implementation scores is less straightforward. It requires looking at additional data and will be discussed further in the next section. One factor to consider is where participants express a desire for support.

Participants would like to receive support with all these practices, and almost a third want support with the top one. Even the practices at the bottom of the chart were selected by 11 of the 65 respondents.

C3	Adjust based on feedback		32%
C2	Empower participants to lead		29%
A1	Look for advocacy opportunities		26%
D3	Adjust based on data		23%
A2	Engage in government processes		23%
E3	Communicate root causes		23%
C1	Involve participants in planning		22%
A3	Promote action on root causes		20%
E1	Org representative of community		20%
D2	Identify and track outcomes		18%
D1	Programs contribute to mission		17%
E2	DEI training is mandatory		17%

Please note that support was not defined. Therefore, responses to this question could have several meanings. For example, this could indicate that staff have too many things to do and not enough time (i.e. this work is a lower priority than their other responsibilities). In which case support might look like hiring more staff and redistributing job responsibilities. It could also signify that staff do not possess the knowledge or skills for this work and would like training and guidance as they learn.

Comparing Commitment and Implementation

The chart below compares the system averages for commitment and implementation (commitment minus implementation). The larger the number, the larger the difference and vice versa. The graph is sorted from smallest to largest difference (top to bottom).

The practices with the largest difference between commitment and implementation present the greatest opportunity to further implementation efforts.

		Difference
D1	Programs contribute to mission	-0.13
A2	Engage in government processes	-0.06
C3	Adjust based on feedback	0.04
A1	Look for advocacy opportunities	0.13
A3	Promote action on root causes	0.14
E3	Communicate root causes	0.19
D3	Adjust based on data	0.25
C1	Involve participants in planning	0.34
E2	DEI training is mandatory	0.37
C2	Empower participants to lead	0.38
D2	Identify and track outcomes	0.42
E1	Org representative of community	0.57

Color Key
- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

Shape Key
- ◆ Commitment
- ● Implementation

Scores were higher for commitment than implementation on all except two practices. This is not surprising because implementing these practices takes work, which is necessarily preceded by a commitment to doing that work. For practices where the difference is smaller, there is less opportunity to advance implementation, and our focus should be on improving commitment. Articulating how these practices are important to our organizations can increase commitment and align our members around this shared understanding. This will ensure buy-in from our teams, which is essential for successful implementation.

There are opportunities for improving implementation of practices where the difference is larger. It is important to understand that this self-assessment does not actually measure implementation of these practices. It measures respondents' current opinions about implementation. Perceptions do not always align with reality and can change even when circumstances remain the same.

We know that respondents believe that implementation is lagging behind commitment on many practices. We do not know if this is actually the case or if respondents are just unaware of work being done by their organizations. The latter could indicate a need to improve internal communications and relationships between different teams. We should discuss why implementation scores are lower for these practices and explore opportunities to improve implementation.

Participants were also asked if any changes had been made in the past 12 months to their organization's advocacy, community engagement, data, or equity practices. This data is only included in the organizational reports as a possible indicator of areas where internal communications may need to be improved.

Feedback from Open Ended Questions

Eighteen respondents from 11 organizations provided 42 comments in response to the open-ended questions in the OSA survey. The question "Is there anything else you would like us to know about this?" was asked about each category of practices and about their organization in general. In addition, each category contained a check all that apply question with an "other (please specify)" option where respondents could write in practices with which they would like to receive support.

These responses were analyzed, and four main themes emerged. The largest theme was comments made about something new an organization is doing or a change recently made to their practices. In the second theme, participants shared more details about their organization's current practices. The third theme consists of comments describing the barriers organizations are facing as they try to implement the practices in this assessment. In the fourth theme, participants expressed a desire to do more or acknowledged that their organization is not doing as much as they would like it to do.

Theme	Comments	Participants	Organizations
Doing more/making a change	13	6	4
Details about current practices	12	6	6
Challenges/barriers	8	4	3
Desire to do more	4	4	3

The table above shows the number of comments, number of participants, and number of organizations represented by each theme. The following paragraphs provide several examples of how the identified themes show up. Some minor changes to quotes were made to ensure confidentiality, shorten quotes, and fix typos.

In the advocacy section, participants talked about what their organizations are already doing: "Our advocacy is at the local level. At this time, state and federal level advocacy is not an area of focus. We lean on larger organizations to pursue change at that level." Some told us about new activities "This past year we increased our advocacy practices. We have talked to several representatives about state and federal budgets." Others expressed a desire to do more: "We've talked about focusing on advocacy more but are still working on what that looks like/the implementation."

For community engagement, participants shared ways that their organizations are empowering participants: "We hire from the community, and many of these hires utilize various offerings of the agency. We internally promote and provide leadership development for employees and volunteers." Some talked about changes they are making to their activities: "New in 2026 we plan to invite participants to lead one of our initiatives. This will be a pilot program that may be expanded." Others discussed the challenges they are facing in getting buy in to implement these practices: "Major barrier to more community engagement is the idea that we are restricted from fully doing this by our funders."

With regard to data, participants shared recent changes and continuous improvement: "We are using one platform now that allows us to run better reports, we can see a better picture of our services." And "Our response to identifying and tracking outcomes went from Strongly Agree last year to Agree this year due to logic modeling we've been conducting that will likely require new ways of tracking outcomes than we've engaged in previously." Not all changes were positive: "We track on paper now instead of on computers." There were also challenges: "[We have] very low capacity for data work."

In the equity section, participants discussed their progress, as well as new challenges: "In the past year we have revamped our equity framework that we planned to scale externally prior to the current administration's restrictions on this work." Others expressed their frustrations and shared their commitment to continuing this work: My organization "has rolled back DEI communications. That being said, we have tried to promote internal discussions of root causes, using ENTF FNC materials like the Shared Vocabulary Guide." Another setback this year was the loss of staff positions dedicated to this work: "Most of the change has come to the lack of funding. Most community partners have gone away due to layoffs."

It is notable that several participants reported taking steps backwards this year in their organization's commitment to and implementation of the practices in this assessment.

Conclusion

It is affirming to see so many of ENTF's partner organizations committed to and implementing the organizational practices assessed in this report. These practices are not a traditional part of essential needs work and show dedication to creating better organizational cultures and changing our systems to address the root causes of financial insecurity. ENTF provides resources and training to build organizational capacity for advocacy, community engagement, data, and equity work. We also provide one-on-one support in these areas as requested by partner organizations.

The information in this report will help the Food and Nutrition Committee determine what to focus on throughout the next two years. The practices with the greatest opportunity for increasing commitment are:

A2 We engage in governmental planning and budgeting processes
A3 We promote policies and practices that address the root causes of financial insecurity
E2 Diversity, equity, and inclusion training is mandatory for our board and staff
E3 Our communications explain the root causes of financial insecurity

The practices with the greatest opportunity for improving implementation are:

C2 We empower participants to become leaders in our organization and community
D2 We identify and track outcomes, not just outputs, for our programs
E1 Our board and staff are representative of the community we serve
E2 Diversity, equity, and inclusion training is mandatory for our board and staff

Based on current capacity, ENTF staff recommend that FNC select one to four of these practices to address over the next 12 months. The next step in prioritizing our efforts is to discuss the following questions as a group:

1. What in this report is the most surprising to you?
2. Are perceptions more positive or negative than you expected?
3. Where would you focus your attention and why?

Year over year system averages for commitment and implementation have been relatively consistent, with little to no change in the highest and lowest ranked practices. The comparison scores (commitment minus implementation) have shifted more from year to year. For more information on how this year's results compare to past years, see Appendix A.

For questions about this report, you can contact our team at entf@hwmuw.org or reach out directly to our data analyst, Emily Madsen, at emadsen@hwmuw.org.

Participating Organizations

We are thankful to all those who participated in the FNC OSA this year. An asterisk has been placed by the names of the organizations that received an organizational report.

Access of West Michigan*

Buist Community Assistance Center

Community Food Club

Family Network of Wyoming

Feeding America West Michigan*

Flat River Outreach Ministries

Grand Rapids Pride Center

The Green Apple Pantry

Health Net of West Michigan

Kent County Community Action (KCCA)

Kids' Food Basket

Kent School Services Network (KSSN)

North Kent Connect

Plainsong Farm

The Salvation Army of Kent County

SECOM

Senior Neighbors

Streams

United Methodist Community House

YMCA of Greater Grand Rapids*

Year Over Year Tables

The first table below contains system averages for commitment to each practice by year. The system averages are ranked from 1 (**high**) to 12 (**low**). The **highest** ranked practices are areas of strength for our system. The **lowest** ranked practices are those with the greatest opportunity for increasing commitment in any given year.

The second table contains system averages for implementation of each practice by year. The averages are ranked from 1 (**high**) to 12 (**low**). The **highest** ranked practices are areas of strength for our system. However, the **lowest** ranked practices are not necessarily those with the greatest opportunity for improving implementation.

The third table below contains a comparison of system averages for commitment and implementation on each practice by year. The comparisons are ranked from 1 (**smallest** difference) to 12 (**largest** difference). The **lowest** ranked practices are those with the greatest opportunity for improving implementation in any given year. However, the **highest** ranked practices are not necessarily areas of strength for our system.

It is also important to note that changes were made to the wording of many practices to help clarify the intended meaning. In 2022, there were changes made to nine out of 12 practices (A1, A2, C1, C2, D2, D3, E1, E2, and E3). In 2024, there were changes to just two practices (A3 and E3). In 2023 and 2025, there were no changes.

Commitment – practice ranks and system averages by year

	2021		2022		2023		2024		2025	
A1 Look for advocacy opportunities	10	3.66	10	3.83	11	3.64	9	3.75	8	4.15
A2 Engage in government processes	12	3.48	12	3.56	12	3.47	12	3.32	12	3.14
A3 Promote action on root causes	8	3.92	9	4.12	7	4.21	10	3.62	10	3.75
C1 Involve participants in planning	3	4.36	4	4.34	3	4.32	5	4.19	7	4.17
C2 Empower participants to lead	7	4.00	6	4.31	8	4.14	7	3.87	6	4.28
C3 Adjust based on feedback	2	4.48	1	4.49	1	4.67	2	4.49	3	4.41
D1 Programs contribute to mission	1	4.57	2	4.40	2	4.59	1	4.51	1	4.61
D2 Identify and track outcomes	4	4.30	8	4.18	6	4.23	3	4.37	2	4.48
D3 Adjust based on data	9	3.90	3	4.39	5	4.27	4	4.24	4	4.37
E1 Org representative of community	5	4.23	5	4.34	4	4.29	6	3.99	5	4.35
E2 DEI training is mandatory	6	4.08	7	4.30	9	4.09	8	3.84	9	3.99
E3 Communicate root causes	11	3.48	11	3.77	10	3.77	11	3.56	11	3.74

Implementation – practice ranks and system averages by year

	2021		2022		2023		2024		2025	
A1 Look for advocacy opportunities	10	3.42	10	3.40	11	3.29	5	3.47	5	4.02
A2 Engage in government processes	11	3.27	12	3.16	12	3.12	12	2.91	12	3.20
A3 Promote action on root causes	5	3.80	8	3.66	6	3.86	8	3.39	10	3.61
C1 Involve participants in planning	4	3.96	6	3.82	5	3.91	6	3.47	7	3.83
C2 Empower participants to lead	8	3.72	7	3.68	7	3.67	10	3.13	6	3.91
C3 Adjust based on feedback	2	4.38	1	4.36	2	4.42	2	4.24	2	4.36
D1 Programs contribute to mission	1	4.52	2	4.27	1	4.51	1	4.35	1	4.73
D2 Identify and track outcomes	3	4.05	4	3.92	4	3.98	4	3.88	4	4.06
D3 Adjust based on data	9	3.61	3	4.11	3	4.02	3	4.02	3	4.13
E1 Org representative of community	7	3.72	9	3.65	9	3.51	7	3.39	8	3.78
E2 DEI training is mandatory	6	3.72	5	3.89	8	3.67	9	3.31	9	3.62
E3 Communicate root causes	12	3.19	11	3.36	10	3.48	11	3.13	11	3.54

Comparison (commitment minus implementation) – practice ranks and scores by year

	2021		2022		2023		2024		2025	
A1 Look for advocacy opportunities	5	0.24	8	0.43	6	0.34	5	0.28	4	0.13
A2 Engage in government processes	4	0.21	5	0.40	8	0.36	6	0.41	2	-0.06
A3 Promote action on root causes	3	0.12	9	0.46	7	0.34	3	0.23	5	0.14
C1 Involve participants in planning	11	0.40	10	0.53	9	0.41	11	0.73	8	0.34
C2 Empower participants to lead	7	0.28	11	0.62	11	0.47	12	0.74	10	0.38
C3 Adjust based on feedback	2	0.10	1	0.12	4	0.25	4	0.25	3	0.04
D1 Programs contribute to mission	1	0.05	2	0.13	1	0.09	1	0.16	1	-0.13
D2 Identify and track outcomes	6	0.25	3	0.25	2	0.24	8	0.49	11	0.42
D3 Adjust based on data	9	0.30	4	0.28	3	0.25	2	0.22	7	0.25
E1 Org representative of community	12	0.51	12	0.69	12	0.78	10	0.60	12	0.57
E2 DEI training is mandatory	10	0.36	6	0.41	10	0.42	9	0.53	9	0.37
E3 Communicate root causes	8	0.29	7	0.41	5	0.29	7	0.43	6	0.19

Appendix B

Organizational Self-Assessment Survey

The ENTF Economic and Workforce Development Committee invites you to take part in an organizational self-assessment. This project will help us understand your perspectives on organizational practices around:

- Community engagement
- Data
- Advocacy
- Equity

All responses are voluntary. You may skip questions that you do not understand or prefer not to answer. If you do not provide your email address, your response will be anonymous. If you provide your email, your response will be kept confidential by ENTF.

ENTF will create two types of reports.

1. System Report – This report will look at the results from all the organizations that participated in the project. In it your organization's results will be anonymized or aggregated with other organizations. This report will be made publicly available.

2. Organizational Reports – These reports will look at individual organization's results and will only be created for organizations with five or more respondents. In them individual responses will be anonymized or aggregated with other respondents. These reports will only be provided to the corresponding organizations and will be kept confidential by ENTF.

If you have any questions about this project, please contact Emily Madsen.
- Email: emadsen@hwmuw.org
- Phone: 616-752-8623

Before getting started, please tell us the name of your organization.
This is required.

_____

Community Engagement

This section looks at how your organization includes participants in its work.

Please rate your organization on the following statements.

We involve participants in our organizational and program planning.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know
We are committed to this in theory.	○	○	○	○	○	○
We have implemented this as practice.	○	○	○	○	○	○

We adjust our programs based on participants' feedback.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know
We are committed to this in theory.	○	○	○	○	○	○
We have implemented this as practice.	○	○	○	○	○	○

We empower participants to become leaders in our organization and community.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know
We are committed to this in theory.	○	○	○	○	○	○
We have implemented this as practice.	○	○	○	○	○	○

Would you like to receive support with these practices? *Select all that apply.*

- ☐ Involving participants in our organizational and program planning
- ☐ Adjusting our programs based on participants' feedback
- ☐ Empowering participants to become leaders in our organization and community
- ☐ Other (please specify) _____
- ☐ None of the above

Has your organization changed its community engagement practices within the past 12 months?

- ○ No
- ○ Yes
- ○ Don't know

Is there anything else you would like us to know about this?

_____

_____

_____

Data

This section looks at how your organization uses data in its work.

Please rate your organization on the following statements.

We have a clear understanding of how our programs contribute to our mission.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know
We are committed to this in theory.	○	○	○	○	○	○
We have implemented this as practice.	○	○	○	○	○	○

We identify and track outcomes, not just outputs, for our programs.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know
We are committed to this in theory.	○	○	○	○	○	○
We have implemented this as practice.	○	○	○	○	○	○

We adjust our programs based on data.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know
We are committed to this in theory.	○	○	○	○	○	○
We have implemented this as practice.	○	○	○	○	○	○

Would you like to receive support with these practices? *Select all that apply.*

- ☐ Building understanding of how our programs contribute to our mission
- ☐ Identifying and tracking outcomes for our programs
- ☐ Adjusting our programs based on data
- ☐ Other (please specify) _____
- ☐ None of the above

Has your organization changed its data practices within the past 12 months?

- ○ No
- ○ Yes
- ○ Don't know

Is there anything else you would like us to know about this?

_____

_____

_____

Advocacy

This section looks at how your organization engages with elected officials and other policy makers to inform their work.

Please rate your organization on the following statements.

We actively look for local, state, and national advocacy opportunities.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know
We are committed to this in theory.	○	○	○	○	○	○
We have implemented this as practice.	○	○	○	○	○	○

We engage in governmental planning and budgeting processes.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know
We are committed to this in theory.	○	○	○	○	○	○
We have implemented this as practice.	○	○	○	○	○	○

We promote policies and practices that address the root causes of financial insecurity.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know
We are committed to this in theory.	○	○	○	○	○	○
We have implemented this as practice.	○	○	○	○	○	○

Would you like to receive support with these practices? *Select all that apply.*

- ☐ Looking for local, state, and national advocacy opportunities
- ☐ Engaging in governmental planning and budgeting processes
- ☐ Promoting policies and practices that address the root causes of financial insecurity
- ☐ Other (please specify) _____
- ☐ None of the above

Has your organization changed its advocacy practices within the past 12 months?

- ○ No
- ○ Yes
- ○ Don't know

Is there anything else you would like us to know about this?

_____

_____

_____

Equity

This section looks at how your organization embeds equity in its work.

Please rate your organization on the following statements.

Our board and staff are representative of the community we serve (e.g. geographic, race/ethnicity, experience, income, etc.).

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know
We are committed to this in theory.	○	○	○	○	○	○
We have implemented this as practice.	○	○	○	○	○	○

Diversity, equity, and inclusion training is mandatory for our board and staff.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know
We are committed to this in theory.	○	○	○	○	○	○
We have implemented this as practice.	○	○	○	○	○	○

Our communications explain the root causes of financial insecurity.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know
We are committed to this in theory.	○	○	○	○	○	○
We have implemented this as practice.	○	○	○	○	○	○

Would you like to receive support with these practices? *Select all that apply.*

- ☐ Attracting and retaining board members and staff that are representative of the community we serve
- ☐ Providing diversity, equity, and inclusion training for our board and staff
- ☐ Explaining the root causes of financial insecurity in our communications
- ☐ Other (please specify) _____
- ☐ None of the above

Has your organization changed its equity practices within the past 12 months?

- ○ No
- ○ Yes
- ○ Don't know

Is there anything else you would like us to know about this?

_____

_____

_____

Before you go...

Please consider providing your email address if you would like support with any of the practices in this assessment.
This is optional. Your survey will no longer be anonymous, but your responses will be kept confidential.

_____

Is there anything else you would like us to know about your organization?

_____

_____

_____