

## CNDC JEDI ASSESSMENT RESULTS: Comparison of August 2022 and August 2023

				2022			2023		
				Staff	Board	Combined	Staff	Board	Combined
Q1	Support Equity as a Value and Social Right								
A	There is no expression of equity as an organizational value. Equity and social justice are not regularly raised as concerns.			6.67%	0.00%	6.67%	0.00%	0.00%	0.00%
B	There is no explicit expression of equity as an organizational value, though equity and social justice are occasionally raised as concerns.			6.67%	0.00%	6.67%	0.00%	0.00%	0.00%
C	Equity is explicitly expressed as a value, and some parts of the organization act on a commitment to equity and social justice.			40.00%	30.00%	70.00%	30.77%	44.44%	75.21%
D	Equity is explicitly expressed as a value, and the entire organization strives to meet goals related to a commitment to equity and social justice.			46.67%	40.00%	86.67%	61.54%	55.56%	117.10%
E	I do not have enough information about this to respond			0.00%	30.00%	30.00%	7.69%	0.00%	7.69%
Total				100.00%	100.00%	200.00%	100.00%	100.00%	200.00%
Q2	Leadership "Individuals responsible for establishing values and guiding achievement of an organization's vision, mission, and goals."								
A	Leaders do not consider justice, equity, diversity, and inclusion ("JEDI") in determining programming and services, allocation of work force, and budget decisions.			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
B	Leaders do not explicitly consider JEDI as criteria in developing services and programming, allocation of team, and budget decisions, though there is evidence of their influence in some decisions.			13.33%	0.00%	13.33%	7.69%	11.11%	18.80%
C	Leaders use JEDI as an important, but not explicit consideration in determining programming and services, allocation of work force, and budget decisions.			20.00%	30.00%	50.00%	15.38%	55.56%	70.94%
D	Leaders explicitly use JEDI as criteria in determining programming and services, allocation of work force, and budget decisions.			60.00%	50.00%	110.00%	53.85%	33.33%	87.18%
E	I do not have enough information about this to respond			7.00%	20.00%	27.00%	23.08%	0.00%	23.08%
Total				100.33%	100.00%	200.33%	100.00%	100.00%	200.00%
Q3	Board Recruitment and Selection*/Team Recruitment and Hiring*								
A	JEDI is not considered in recruitment and selection of board members/recruitment and hiring of staff.			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
B	JEDI may be considered in recruitment and selection of board members/recruitment and hiring of staff.			6.67%	20.00%	26.67%	7.69%	0.00%	7.69%
C	JEDI is an important criteria in recruitment and selection of board members/recruitment and hiring of staff but it is not an explicit policy.			20.00%	50.00%	70.00%	7.69%	33.33%	41.02%
D	JEDI is an important criteria in recruitment and selection of board members/recruitment and hiring of staff and it is an explicit policy.			60.00%	30.00%	90.00%	53.85%	66.67%	120.52%

E	I do not have enough information about this to respond	13.33%	0.00%	13.33%	30.77%	0.00%	30.77%
Total		100.00%	100.00%	200.00%	100.00%	100.00%	200.00%

***\*Board answered only about board and staff answered only about staff.***

**Q4 BOD/Team Training and Development\***

		Staff	Board	Combined	Staff	Board	Combined
A	The organization provides no board/team training in JEDI.	0.00%	20.00%	20.00%	7.69%	11.11%	18.80%
B	The organization provides only cursory board/team training in JEDI.	13.00%	20.00%	33.00%	0.00%	22.22%	22.22%
C	Training in JEDI is provided to the board/team but is not ongoing and mandatory.	53.33%	50.00%	103.33%	53.85%	33.33%	87.18%
D	Training in JEDI is provided to the board/team and is a requirement.	13.33%	10.00%	23.33%	7.69%	33.33%	41.02%
E	I do not have enough information about this to respond	21.00%	0.00%	21.00%	30.77%	0.00%	30.77%
Total		100.66%	100.00%	200.66%	100.00%	99.99%	199.99%

***\*Board answered only about board and staff answered only about staff.***

**Q5 Partner Project Application and Selection**

		Staff	Board	Combined	Staff	Board	Combined
A	JEDI is not considered in partner project selection.	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
B	JEDI may be considered in partner project selection.	13.33%	20.00%	33.33%	7.69%	11.11%	18.80%
C	JEDI is an important criteria in partner project selection, but this is not an explicit policy.	21.00%	30.00%	51.00%	15.38%	33.33%	48.71%
D	JEDI is an important criteria in partner project selection, and it is an explicit policy.	53.33%	30.00%	83.33%	38.46%	33.33%	71.79%
E	I do not have enough information about this to respond	13.33%	20.00%	33.33%	38.46%	22.22%	60.68%
Total		100.99%	100.00%	200.99%	99.99%	99.99%	199.98%

**Q6 Partner Project Training**

		Staff	Board	Combined	Staff	Board	Combined
A	The organization provides no information or training on JEDI as part of partner project support.	21.00%	10.00%	31.00%	23.08%	11.11%	34.19%
B	The organization provides only cursory information or training on JEDI as part of partner project support.	13.33%	0.00%	13.33%	30.77%	0.00%	30.77%
C	Training in JEDI is provided partner projects but is not ongoing and mandatory.	13.33%	10.00%	23.33%	0.00%	22.22%	22.22%
D	Training in JEDI is provided to partner projects and is ongoing and mandatory.	6.67%	10.00%	16.67%	0.00%	22.22%	22.22%
E	I do not have enough information about this to respond	46.67%	70.00%	116.67%	46.15%	44.44%	90.59%
Total		101.00%	100.00%	201.00%	100.00%	99.99%	199.99%

**Q7 Partnering with Projects**

		Staff	Board	Combined	Staff	Board	Combined
A	The organization works with partner projects to provide information and education about the organization's established policies and programs.	13.33%	0.00%	13.33%	7.69%	11.11%	18.80%
B	The organization seeks input from partner projects to inform the organization's policies and programs.	21.00%	30.00%	51.00%	15.38%	22.22%	37.60%
C	The organization includes partner projects in the creation of its policies and programs.	6.67%	20.00%	26.67%	7.69%	11.11%	18.80%
D	The organization implements policies and programs that are in response to the priorities set and/or feedback provided by partner projects.	6.67%	0.00%	6.67%	30.77%	22.22%	52.99%
E	I do not have enough information about this to respond	53.33%	50.00%	103.33%	38.46%	33.33%	71.79%
Total		101.00%	100.00%	201.00%	99.99%	99.99%	199.98%

<b>Q8 Collaborating with Community and Non-Partner Project Constituents</b>					<u>Staff</u>	<u>Board</u>	<u>Combined</u>	<u>Staff</u>	<u>Board</u>	<u>Combined</u>
A	The organization does not routinely consider ways to involve community or non-partner project constituents in setting strategic priorities.				21.00%	0.00%	21.00%	15.38%	22.22%	37.60%
B	At times, the organization considers ways to involve community or non-partner project constituents in setting strategic priorities.				21.00%	50.00%	71.00%	23.08%	22.22%	45.30%
C	The organization often succeeds in involving community or non-partner project constituents in setting strategic priorities.				6.67%	10.00%	16.67%	15.38%	22.22%	37.60%
D	The organization acts on an explicit commitment to involving community or non-partner project constituents whenever it sets strategic priorities or creates policies and processes that impact community or non-partner project constituents.				0.00%	0.00%	0.00%	7.69%	22.22%	29.91%
E	I do not have enough information about this to respond				53.33%	40.00%	93.33%	38.46%	11.11%	49.57%
Total					102.00%	100.00%	202.00%	99.99%	99.99%	199.98%

<b>Q9 Organizational Point of View</b>					<u>Staff</u>	<u>Board</u>	<u>Combined</u>	<u>Staff</u>	<u>Board</u>	<u>Combined</u>
A	The organization does not work to advance JEDI by addressing social inequalities.				6.67%	10.00%	16.67%	7.69%	0.00%	7.69%
B	The organization works to advance JEDI by addressing social inequalities.				26.67%	40.00%	66.67%	15.38%	55.56%	70.94%
C	The organization strives to eliminate inequities by acknowledging the impact of the root causes of oppression.				33.33%	40.00%	73.33%	38.46%	33.33%	71.79%
D	The organization explicitly confronts structural racism, class oppression, and gender discrimination, and the power and wealth imbalances that contribute to inequities.				13.33%	0.00%	13.33%	23.08%	11.11%	34.19%
E	I do not have enough information about this to respond				21.00%	10.00%	31.00%	15.38%	0.00%	15.38%
Total					101.00%	100.00%	201.00%	99.99%	100.00%	199.99%

<b>Q10 Communications and Outreach</b>					<u>Staff</u>	<u>Board</u>	<u>Combined</u>	<u>Staff</u>	<u>Board</u>	<u>Combined</u>
A	The organization does not associate JEDI with the underlying social inequalities that partner projects are attempting to address to the media or the community at large.				13.33%	10.00%	23.33%	7.69%	0.00%	7.69%
B	Some organizational messages associate JEDI with the underlying social inequalities that partner projects are attempting to address to the media or the community at large.				26.67%	20.00%	46.67%	23.08%	33.33%	56.41%
C	The organization has devoted time and resources to create greater public awareness of the connection between social inequalities and JEDI.				13.33%	40.00%	53.33%	30.77%	33.33%	64.10%
D	The organization's communication protocols explicitly call for the explanation of JEDI implications when providing information on partner project activities or programming to the media, or to the community at large.				6.67%	0.00%	6.67%	23.08%	22.22%	45.30%
E	I do not have enough information about this to respond				40.00%	30.00%	70.00%	15.38%	11.11%	26.49%
Total					100.00%	100.00%	200.00%	100.00%	99.99%	199.99%

<b>Q11 Evaluation and Data</b>					<u>Staff</u>	<u>Board</u>	<u>Combined</u>	<u>Staff</u>	<u>Board</u>	<u>Combined</u>
A	The organization uses data to monitor progress and track trends in diversity, equity, and inclusion across all aspects of its work.				6.67%	10.00%	16.67%	0.00%	0.00%	0.00%

B	The organization collects data related to the JEDI workplan.	33.33%	10.00%	43.33%	7.69%	22.22%	29.91%
C	The organization collects and analyzes data to understand gaps and opportunities for improvement in JEDI.	13.00%	10.00%	23.00%	38.46%	22.22%	60.68%
D	The organization applies the insights gained from data analysis to intentionally develop policies and programs that enhance and promote JEDI.	21.00%	0.00%	21.00%	15.38%	22.22%	37.60%
E	I do not have enough information about this to respond	26.67%	70.00%	96.67%	38.46%	33.33%	71.79%
Total		100.67%	100.00%	200.67%	99.99%	99.99%	199.98%

Q12 **Financial Decisions**

		Staff	Board	Combined	Staff	Board	Combined
A	JEDI is not considered when making financial decisions.	6.67%	0.00%	6.67%	0.00%	0.00%	0.00%
B	JEDI may be considered when making financial decisions.	21.00%	20.00%	41.00%	38.46%	22.22%	60.68%
C	JEDI is an important criteria in vendor selection, but it is not an explicit policy.	6.67%	20.00%	26.67%	15.38%	11.11%	26.49%
D	JEDI is an explicit criteria in vendor selection.	13.00%	0.00%	13.00%	7.69%	33.33%	41.02%
E	I do not have enough information about this to respond	53.33%	60.00%	113.33%	38.46%	33.33%	71.79%
Total		100.67%	100.00%	200.67%	99.99%	99.99%	199.98%