ACUI JUSTICE AND EQUITY ASSESSMENT

Adapted from the Multicultural Organization Development Template from Pope, Reynolds, and Mueller (2019) and White Coats for Black Lives Racial Justice Report Card 2020 – UC Davis School of Medicine as of February 2023

The ACUI Justice and Equity Assessment is a tool for college union and student activities professionals to assess the level to which their facilities, departments, and programs/services are socially just and equitable.

DEFINING TERMS

The ACUI Social Justice Core Competency is defined as: The ability to successfully seek understanding and respect for persons of all cultural, social, and ability identities; the work to create environments that foster inclusive participation of all groups and unconditional human worth, and to advocate for equity and social justice with and for all identities and communities through education, support, awareness, advocacy, and allocation of resources.
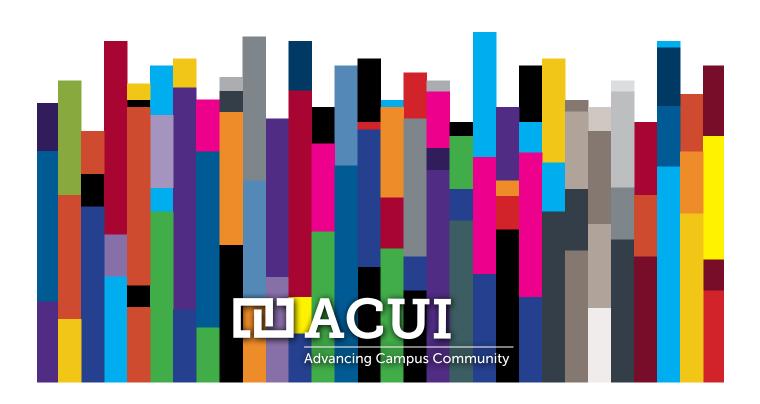
While individuals can use the ACUI core competencies to better understand the foundation of knowledge and expertise required in the unions and activities field, the ACUI Justice and Equity Assessment is intended to be utilized for teams and organizations.

Individuals should position equity at the center of this process. Equity-focused assessment:

- Centers the lived experiences and intersectional identities of students throughout the assessment process
- Addresses the power dynamics, policies, and practices ingrained in the higher education context

Equity-focused assessment practitioners work to develop the skills and dispositions necessary to collect and analyze data to foster equity, address issues of oppression and privilege, improve student learning, reshape systems and structures influencing the environments in which students learn.

Adapted from 2020 ACUI online learning program "Is my Assessment Socially Just?" by Sophie Tullier, University of Maryland

OVERVIEW OF THE ASSESSMENT

THIS TOOL IS DIVIDED INTO 7 SECTIONS

I.   Leadership and Advocacy

II.   Policy Review

III.   Recruitment and Retention of a Diverse Staff

IV.   Social Justice Competency Expectations and Training

V.   Language and Messaging

VI.   Department/ Division Programs and Services

VII.   Physical Environment

SCALE OF THE ASSESSMENT

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
◉	◉	◉	◉	◉

This tool was a collaborative effort of the association, with leadership from the Assessment, Evaluation, and Research Program Team; the Diversity, Equity, and Inclusion Program Team; and the individuals in the 2022 Social Justice Seminar + Hack-a-thon Group 5.

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ASSESSMENT

Institution Name	Date of Completion

Institution Department

We recommend creating this tool in Qualtrics or SurveyMonkey for large groups. This will streamline data collection and aggregation. For smaller groups, you may use this PDF and aggregate the data manually.

For each category, select the option that aligns closest with behaviors demonstrated in the department or team in which you work. The text box at the end of each section allows you to share the reason(s) for your response.

Leadership and Advocacy

Individuals within the organization take responsibility within their own sphere of influence and attempt to create change.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

The organization is open to individuals within the organization challenging the status quo.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

The organization regularly reviews annual allocations of fiscal and personnel resources toward justice and equity initiatives.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

Anyone within the organization is empowered to take action and to advocate for additional fiscal and personnel resources.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

Use this space to share examples for the ratings provided.

Policy Review

The organization has an established practice for regularly reviewing policies and procedures to identify inequities and make necessary changes. Frequency may be defined as at least once a year or when critical incidents on campus happen.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

Those involved in the review include underserved populations on campus.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

The organization provides resources and professional development opportunities to promote learning around implicit bias and systemic racism.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

Use this space to share examples for the ratings provided.

Recruitment and Retention of a Diverse Staff

The organization promotes job postings and advancement opportunities beyond university channels.
Diverse identities are proportionally represented in the organization.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

Individuals within the organization feel comfortable expressing themselves, their identity, and their culture.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

The organization addresses interpersonal and structural dynamics such as bias to create a welcoming and nurturing environment for all team members.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

Use this space to share examples for the ratings provided.

Social Justice Competency Expectations and Training

The organization is aware of cultural, political, and current events that may impact the student experience.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

The organization approaches incidents of implicit and explicit bias from an educational framework.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

The organization requires at least one annual training around allyship.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

Use this space to share examples for the ratings provided.

Language and Messaging

The organization uses language that honors and values the identities and experiences of all in interdepartmental and external communications.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
◯	◯	◯	◯	◯

The organization uses language that honors and values diverse student populations in external communications.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
◯	◯	◯	◯	◯

The organization reviews language for potential bias as part of the editing process

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
◯	◯	◯	◯	◯

Use this space to share examples for the ratings provided.

Department/Division Programs and Service

The organization applies a social justice lens to all aspects of the event planning process.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

The organization recognizes the unique needs of differing student populations.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

The organization prioritizes allocating resources (financial, personnel, programming)
for historically marginalized populations.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

Use this space to share examples for the ratings provided.

Physical Environment

The organization creates a setting that has music, artwork, and other visual images that are representative of diverse cultures.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

The organization has physically accessible and ADA accessible spaces and continues to prioritize renovations addressing issues of accessibility.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

The organization allocates space for specific populations with unique needs such as prayer, reflection/meditation, lactation.

Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
○	○	○	○	○

Use this space to share examples for the ratings provided.

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