

ODOT Advisory Committee, Boards & Commissions

Equity Readiness Assessment

Committee members can use Attachment B to assess where they are in readiness to implement and embrace equity in the committee practices, values and operations. Use the scale of 1-5 to answer questions 1-19 then identify the level of readiness.

1. On a scale from 1-5 (1 not at all- 5 extremely concerned) how much of a concern is equity on this committee
2. Define equity from your point of view in how its exists on your committee
3. What gaps, conflicts, issues, or problems currently exist on your committee in concerns about equity
4. Specifically how does your bylaws, code of conduct, or group agreements address equity
5. How does the process of change happen in this group beginning with discussion to implementation
6. What are the primary obstacles to adding in equitable values to your committee policies and processes?
7. Does your group conduct and annual review or evaluation of your team and group actions
8. Can you describe efforts your committee has done to involve perspectives or demographics that do not exist on the committee but impact all community members
9. Based on your knowledge what does the community know about your efforts
10. What are the strengths that exist within the committee group for equity
11. What are the limitations or barriers that exist within the committee group for equity
12. If your group brings in new members, specifically those from marginalized or underrepresented groups, what do you need to welcome and transition new members in?
13. What training or information does your group need in order to improve equitable efforts
14. How would you describe your committee's relationship with ODOT
15. On your committee what types of information do you all need to feel more comfortable with equity content
16. What are the committees feelings about improving equity standards
17. In what ways can we shift negative feelings
18. In what ways can we promote positive feelings

19. What current plans do you have

Level of readiness to transition in equity changes:

No awareness- equity content is not generally recognized by the community or leaders

Denial/Resistance- at least some of the members recognize equity content, but there is little action

Vague awareness- most feel equity content should be addresses but there is no motivation to do anything

Preplanning- equity is recognized as something that should be addressed and the group is beginning to address it; however, the effort is not focused or detailed

Preparation- the group is actively planning equity implementation and timelines and roles are assigned with outcomes and actions set and ready.

Initiation- Enough information is available to justify efforts and equity activities are under way.

Stabilization- activities are supported by committee members, ODOT administrators, and community members. Staff is solidifying sustainability through available training or development of training.

Confirmation/Expansion- equity efforts are in place, community feels the impact of outcomes, reviewing how to sustain, maintain, and strengthen equity efforts.

Ownership- all members have clear knowledge and skills in equitable outcomes, a model is established and evaluation occurs frequently