Please answer these questions from your perspective as an organizational member of the collaboration. The questions all refer to the work you are doing internally within your organization--and how that might relate to your collaboration's overall goals.

	Construct(s)	Question	Not yet started	Starting: "We're early and still figuring things out."	Gaining skill: "We're getting the hang of this!"	Sustaining: "This is who we are and how we do our work."	Not applicable (NA) or I don't know (IDK)	Score 1 year ago	Score today
1.1	Access to power and Representation	We include people with lived experience of inequities in our community collaboration.	We have not yet included people from groups most impacted by inequities in our collaboration.	We are starting to include people from groups most impacted by inequities. We are early in the process and figuring out how to do this. We do not yet have anyone with lived experience of inequities in a leadership role. We have not yet begun to assess whether those who experience inequities feel like their contribution is valued.	About half of the people in our community collaboration are from groups experiencing inequities. People who represent those most impacted by inequities fill several leadership and co-chair roles. This includes roles on the board, the core team, and workgroup leaders.	The majority of our collaboration is from groups impacted by inequities. Our processes center the inclusion of these voices and the needs of these groups. People who represent those most impacted by inequities fill many leadership roles. This includes things such as serving on the board, acting as a chair, or leading a workgroup.			
			1	2 3 4	5 6 7	8 9 10	NA or IDK		
1.2	Access to power Representation	Members of our coalition support team (core team) are from groups most affected by inequities.	We don't recruit members to our core team who represent those impacted by inequities. We have not yet engaged team members with lived experience of inequities.	One or two of our core team or staff represent those most impacted by inequities.	A number of people in our core team or staff are from groups most impacted by inequities.	Many people in our core team represent those most impacted by inequities.			
			1	2 3 4	5 6 7	8 9 10	NA or IDK		
1.3		We seek to grow the leadership and voice of those who have less power.	We need to build the leadership and power of individuals in our community, but do not yet have a method for fostering opportunities to do this.	We are beginning to figure out how to grow the leadership of people who have less power. We seek out natural leaders in a community. We see every person as someone who has gifts to offer and could be a leader.	We use community organizing or other similar methods to build the leadership and voice of many people who have less power. We see this as a way to unlock our community's potential.	We use several methods to grow leaders in the broader community, including potential leaders among those most affected by an issue. We create opportunities for people to be in leadership roles.			
			1	2 3 4	5 6 7	8 9 10	NA or IDK		
1.4		Those holding structural power use it to dismantle barriers to equity. These could be government agencies, elected officials, school districts, businesses, and other key anchor institutions (faith communities, public health and health care systems, universities, etc).	We have not begun to talk about how those with access to power and resources could use these to change a system that upholds root causes of inequities.	A few members of our collaboration who have access to structural power regularly use their power to remove systemic barriers to equity.	About half of the members of our collaboration who have access to structural power regularly use their power to change structural barriers to equity.	Almost all of the members of our collaboration who have access to structural power regularly use their power to change systemic barriers to equity.			
			1	2 3 4	5 6 7	8 9 10	NA or IDK		

	Construct(s)	Question	Not yet started	Starting: "We're early and still figuring things out."	Gaining skill: "We're getting the hang of this!"	Sustaining: "This is who we are and how we do our work."		Where you were a year ago	Score today
1.5	Power sharing	We have guidelines and practices for sharing power in our collaboration. These might include: rotating chairs or facilitators, agenda development with community members, guidelines for having open and honest conversations, guidelines for decision-making and resolving conflict in an	We do not yet have guidelines or practices that help us share power in our collaboration.	We have some guidelines and practices for power sharing. We apply these power sharing guidelines in some of our projects. We do not yet have a way of assessing how we are doing.	We apply guidelines and practices for power sharing in about half of our projects. We have begun to reflect on how these are being applied in some of these initiatives with all of our members. This includes discussions about who holds power, whose power to leverage, and who does not have power.	We apply guidelines and practices about power sharing to most of our initiatives. We regularly hold discussions with all of members about how we are doing as it relates to sharing power.			
			1	2 3 4	5 6 7	8 9 10	NA or IDK		
1.6	Access to power Decision Making transparency	We share power with community members, especially those experiencing inequities, in our collaboration.	Community members and people with lived experience do not have say in shaping strategies and decisions.	Community members and people with lived experience rarely have as much say in shaping strategies and decisions as anyone else .	About half the time, community members and people with lived experience of inequities have as much say in shaping strategies and decisions as anyone else.	In all or most instances, residents and people with lived experience have as much say in shaping strategies and decisions as anyone else.			
			1	2 3 4	5 6 7	8 9 10	NA or IDK		
1.7	Access to power	We set agendas in an inclusive way in our collaboration.	People who are not part of the core team are not invited to help share our collaboration meeting agendas.	People who are not part of the core team occasionally help shape our collaboration meetings agendas. This mostly includes other partner organizations.	People who are not part of the core team help shape our collaboration meeting agendas about half the time. We have begun to include people with lived experiences of inequities in agenda development in several initiatives.	People who are not part of the core team help shape all of our collaboration meeting agendas. This includes a healthy mix of both partners and community residents experiencing inequities.			
			1	2 3 4	5 6 7	8 9 10	NA or IDK		
1.8	Decision Making transparency	We have transparent processes to make decisions that everyone can understand.	We have no documentation about how decisions are made in our collaboration. A few people tend to make most of the decisions.	We know who to ask about how decisions are made in our collaboration, even though this process is still developing.	We understand how some of the decisions are made in our collaboration.	We know about the processes, rules, and criteria used in all of our decision-making.			
			1	2 3 4	5 6 7	8 9 10	NA or IDK		
1.9	Decision Making transparency Representation	We have begun to share in decision-making across our collaboration. These changes encourage shared decision-making across community's agencies, institutions, residents, and people most impacted by inequities (e.g., Black people, Indigenous people, and People of color).	We have not yet started to make our decision-making processes open or to involve those experiencing inequities.	We have started to discuss our decision-making roles and processes. We talk about how we can use our roles and processes to share power in our community's systems, institutions, and among residents and people most impacted by inequities (e.g. Black people, Indigenous people, and people of color.). We have some guidelines for making decisions that everyone can understand, but are only used sometimes. We have made changes to some of our decision-making roles and processes.	We use an open and inclusive process for many decisions but do not use these for all important decisions. Sometimes, important decisions, like about our strategy or how we share resources, are not included. We still prioritize efficiency over inclusiveness in many decisions.	We use an open and inclusive process for most important decisions. This includes areas like strategy and how we will budget or share resources. We have processes in place to make sure everyone has a chance to have a voice in these decisions, especially from groups who would be impacted. We prioritize openness, inclusiveness and equity over efficiency.			

			1	2 3 4			5 6 7			8 9 10		NA or IDK		
1.10	5.9	Residents or people most impacted by inequities have real power to affect decisions that impact them	People who are most affected are not involved in decision-making processes.	We are identifying strategies for community residents to have more decision-making power in decisions that affect them. We are implementing one of several strategies like: having community residents have veto power for decisions that directly affect them; community residents being the first round of voters for options; participatory decision-making processes; and community members selecting the slate of options to begin with, etc.			We are implementing two of several strategies like those identified earlier.			We are implementing three or more strategies like those identified earlier.			
			1	2 3 4			5 6 7			8 9 10		NA or IDK		