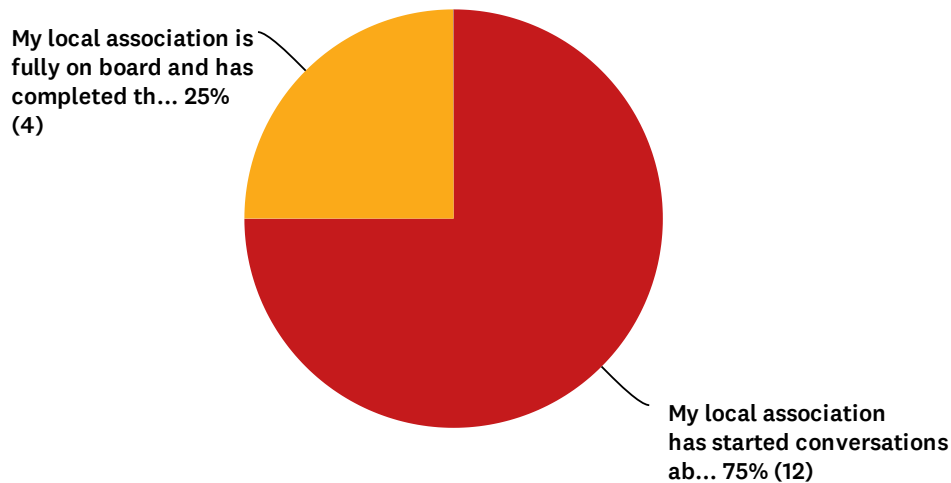


Q1 Does your local association talk about race/ethnicity, gender identity/expression, social or economic class, sexual orientation, ability, religion, and/or nationality in general?

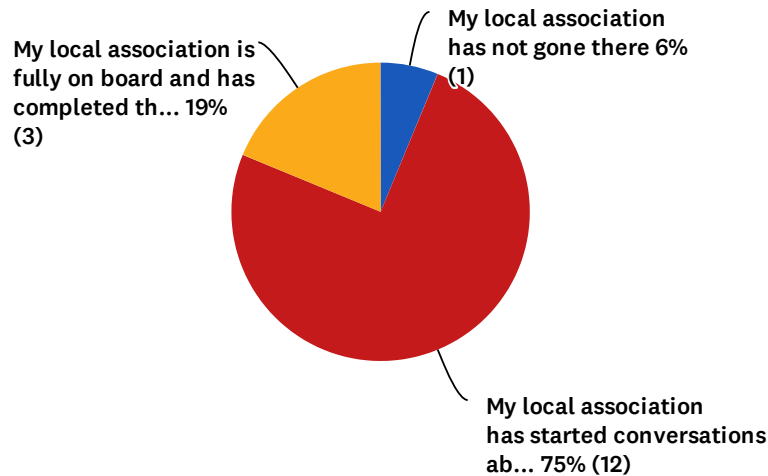
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
My local association has not gone there.	0%	0
My local association has started conversations about this or taken some first steps.	75%	12
My local association is fully on board and has completed this action.	25%	4
I don't know / I am unsure	0%	0
TOTAL		16

Q2 Does your local talk about issues facing public education in ways that include and/or impact members and students of color and/or those hailing from historically marginalized communities?

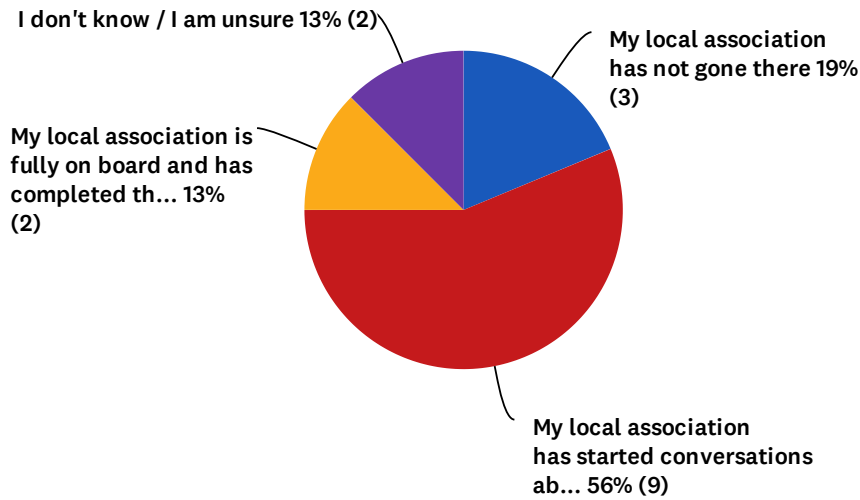
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	6%	1
My local association has started conversations about this or taken some first steps	75%	12
My local association is fully on board and has completed this action.	19%	3
I don't know / I am unsure	0%	0
TOTAL		16

Q3 Does your local talk about how our work may disproportionately impact educators and students of color?

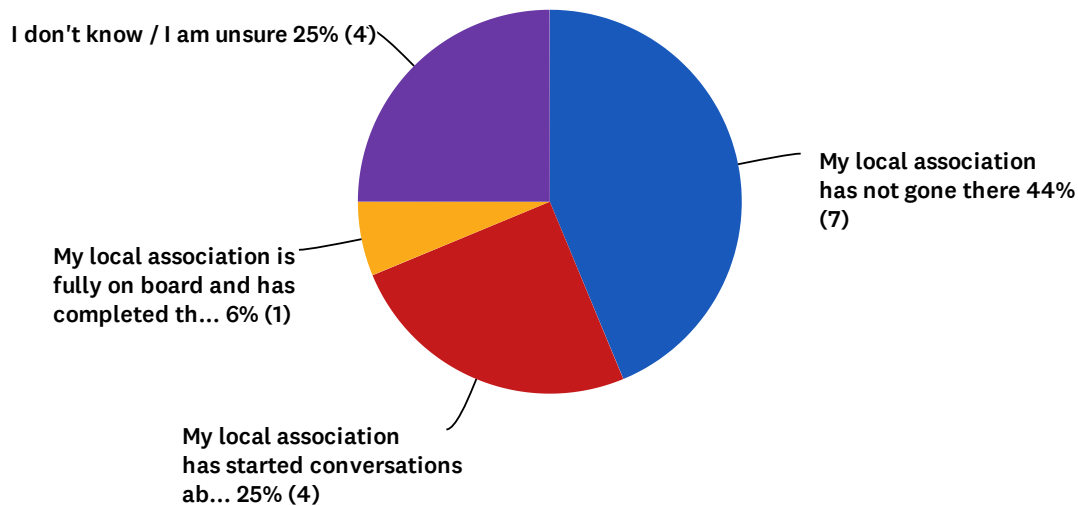
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	19%	3
My local association has started conversations about this or taken some first steps	56%	9
My local association is fully on board and has completed this action	13%	2
I don't know / I am unsure	13%	2
TOTAL		16

Q4 What about intersectionality? Repeat these questions and also consider how other identities may play a role in the issues you work on. (i.e. sexism, heterosexism, classism, ableism, ageism, etc. Does your local talk about issues facing queer women of color living with a disability?)

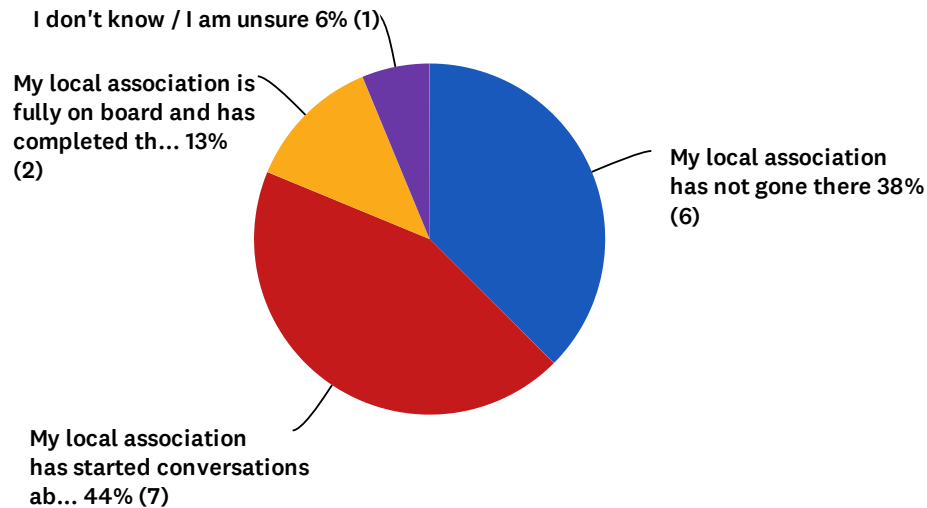
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	44%	7
My local association has started conversations about this or taken some first steps	25%	4
My local association is fully on board and has completed this action	6%	1
I don't know / I am unsure	25%	4
TOTAL		16

Q5 Is your local association accountable to people of color and those subjected to systematic discrimination or oppression in your own community?

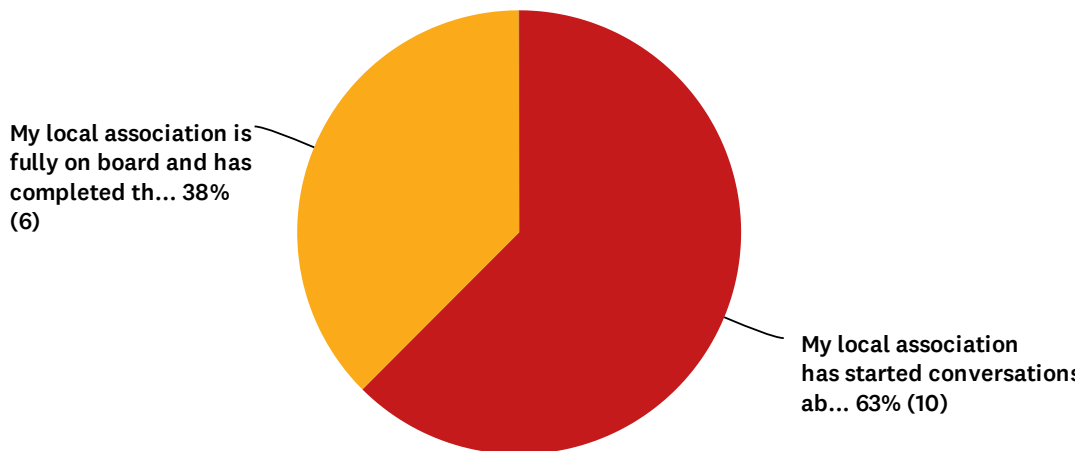
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	38%	6
My local association has started conversations about this or taken some first steps	44%	7
My local association is fully on board and has completed this action	13%	2
I don't know / I am unsure	6%	1
TOTAL		16

Q6 Does your local association seek out leadership from members of color and those from historically marginalized communities? Does your local have people of color and other members of historically marginalized communities on your board?

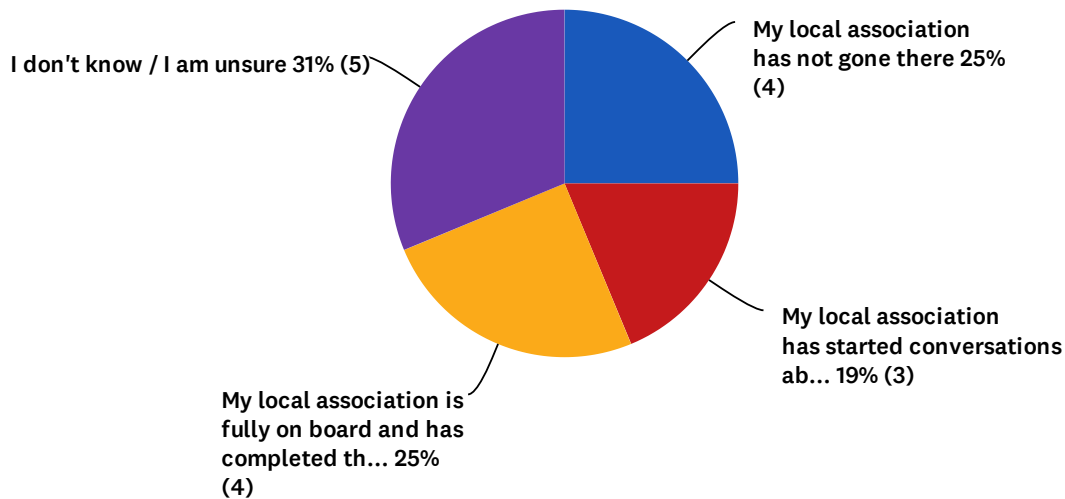
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	0%	0
My local association has started conversations about this or taken some first steps	63%	10
My local association is fully on board and has completed this action	38%	6
I don't know / I am unsure	0%	0
TOTAL		16

Q7 Is there a deliberate plan to develop the leadership of members and staff (i.e. UniServ Directors and Associate Staff) who are people of color and/or members of historically marginalized communities to share in decision-making?

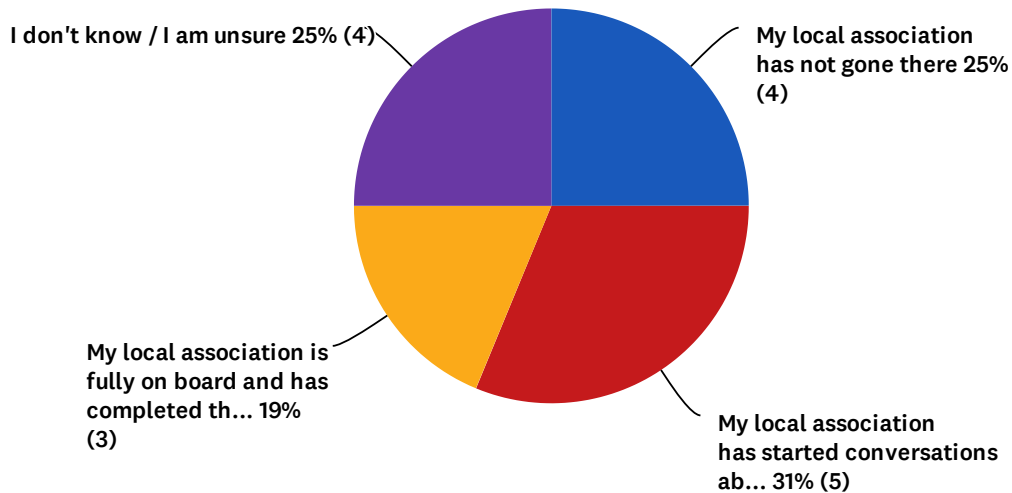
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	25%	4
My local association has started conversations about this or taken some first steps	19%	3
My local association is fully on board and has completed this action	25%	4
I don't know / I am unsure	31%	5
TOTAL		16

Q8 Does your local association have a goal to dismantle racism, sexism, classism, homophobia, able-ism, antisemitism, Islamophobia, and xenophobia? Is this goal reflected in your decision-making process?

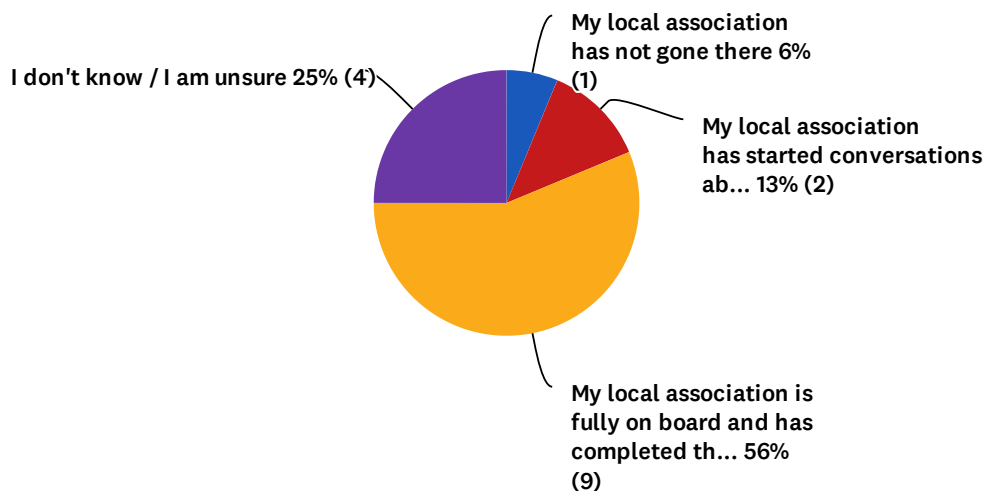
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	25%	4
My local association has started conversations about this or taken some first steps	31%	5
My local association is fully on board and has completed this action	19%	3
I don't know / I am unsure	25%	4
TOTAL		16

Q9 Does your local have anti-discrimination policies that explicitly prohibit racism and other forms of oppression?

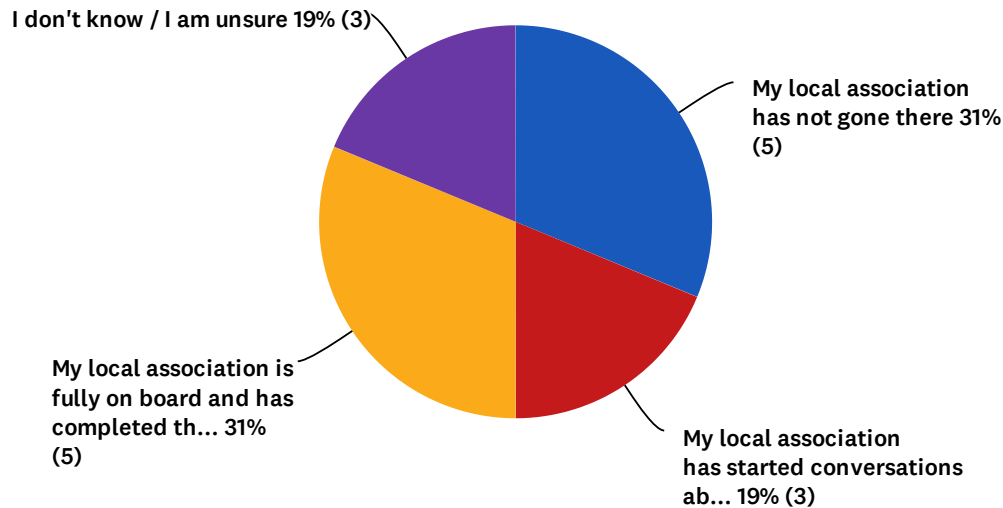
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	6%	1
My local association has started conversations about this or taken some first steps	13%	2
My local association is fully on board and has completed this action	56%	9
I don't know / I am unsure	25%	4
TOTAL		16

Q10 Do your local collective bargaining agreements, school board, and other district policies include ways to address and eliminate racial inequities?

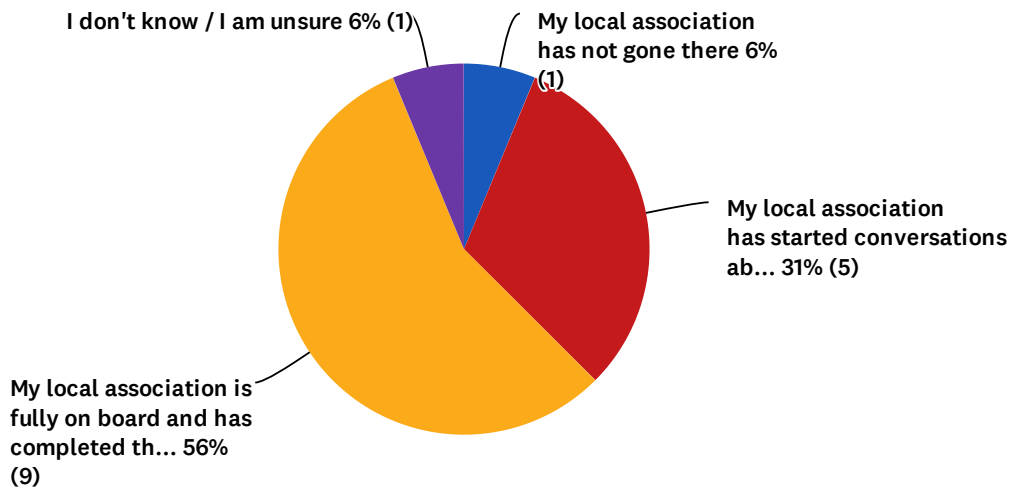
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	31%	5
My local association has started conversations about this or taken some first steps	19%	3
My local association is fully on board and has completed this action	31%	5
I don't know / I am unsure	19%	3
TOTAL		16

Q11 Is your local and/or your local school district inclusive and welcoming of all identities (e.g. providing translation services, providing gender neutral bathrooms, providing transition support for migrant and immigrant families, etc.)?

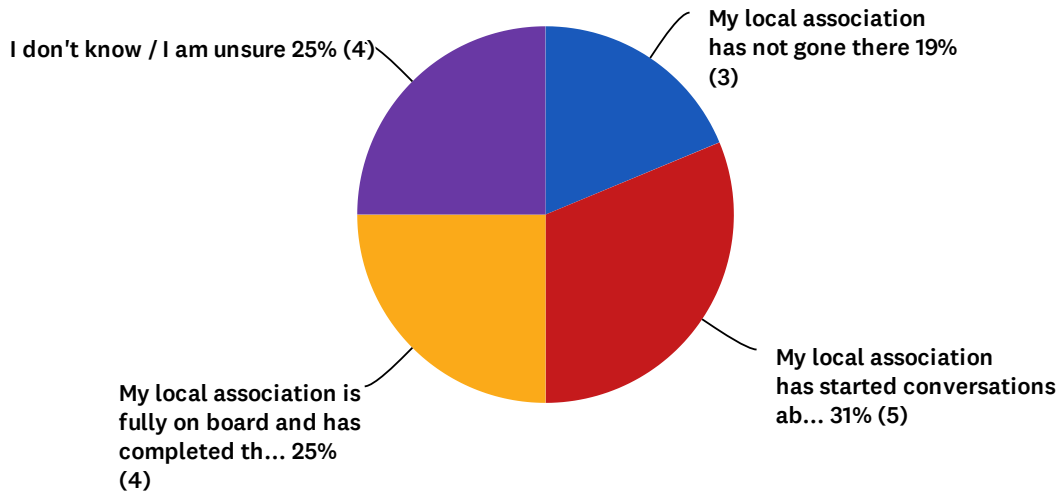
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	6%	1
My local association has started conversations about this or taken some first steps	31%	5
My local association is fully on board and has completed this action	56%	9
I don't know / I am unsure	6%	1
TOTAL		16

Q12 Is race part of the diversity that your local seeks among its staff, leadership, and members?

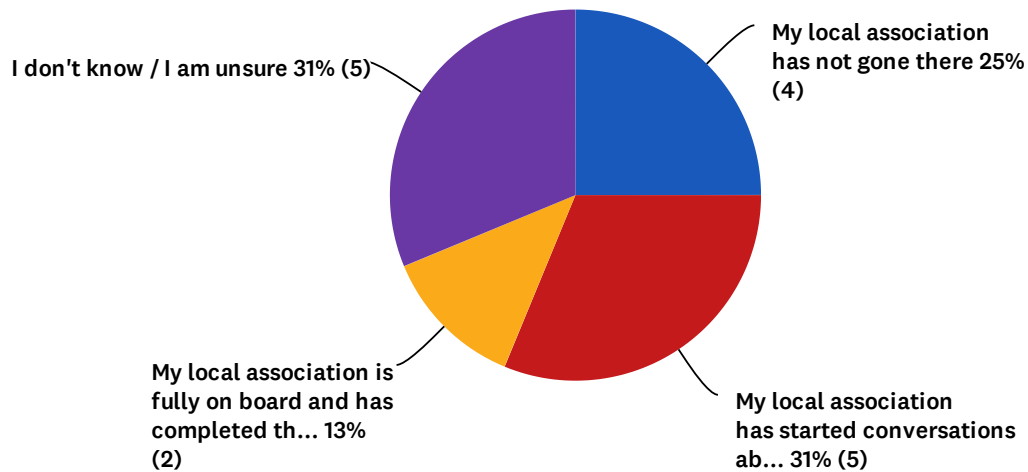
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	19%	3
My local association has started conversations about this or taken some first steps	31%	5
My local association is fully on board and has completed this action	25%	4
I don't know / I am unsure	25%	4
TOTAL		16

Q13 Are staff and key leaders trained to address issues of racism and other forms of discrimination and oppression as they arise in our work?

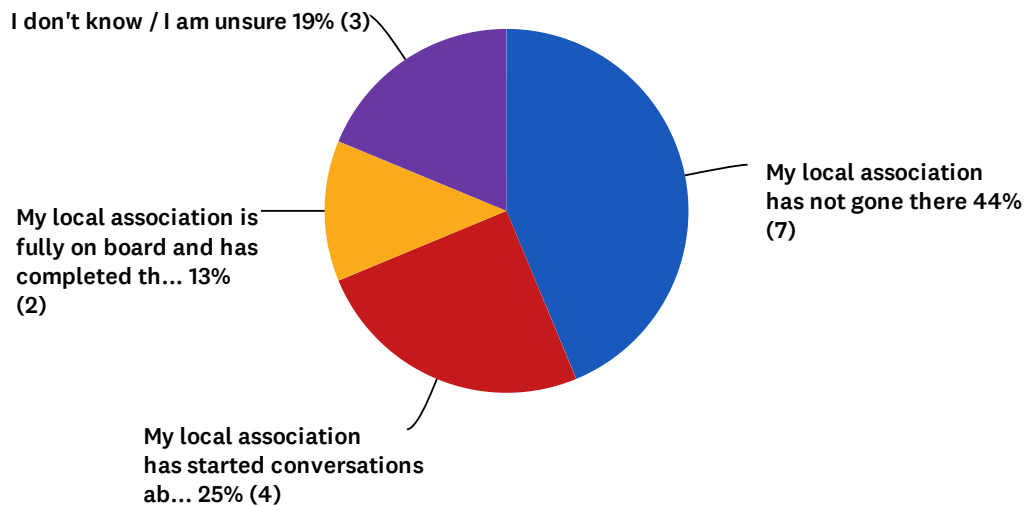
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	25%	4
My local association has started conversations about this or taken some first steps	31%	5
My local association is fully on board and has completed this action	13%	2
I don't know / I am unsure	31%	5
TOTAL		16

Q14 Are there regular trainings and discussions at the member, staff, and board level about dismantling racism and other forms of institutional discrimination and oppression?

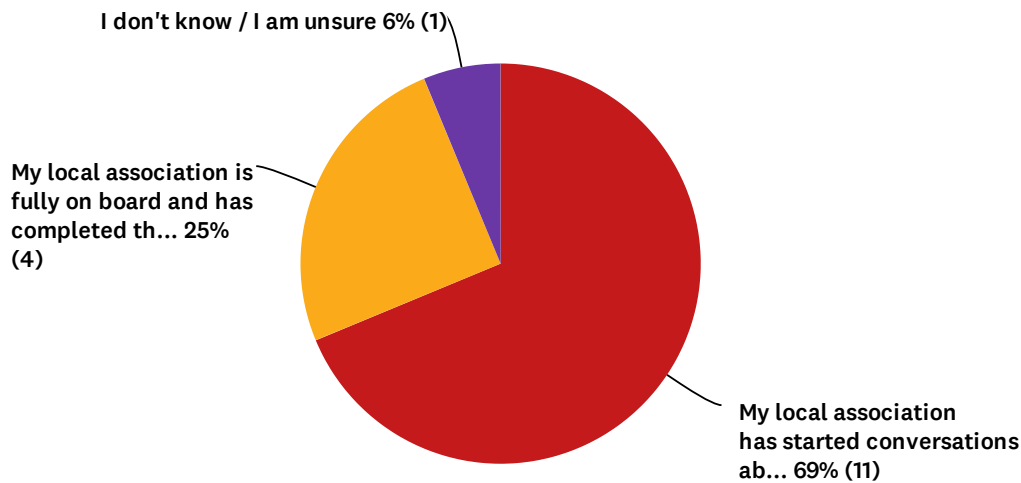
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	44%	7
My local association has started conversations about this or taken some first steps	25%	4
My local association is fully on board and has completed this action	13%	2
I don't know / I am unsure	19%	3
TOTAL		16

Q15 Does your local have members of color who both want to work on racial, social, and economic justice and have outlets within the association for doing so?

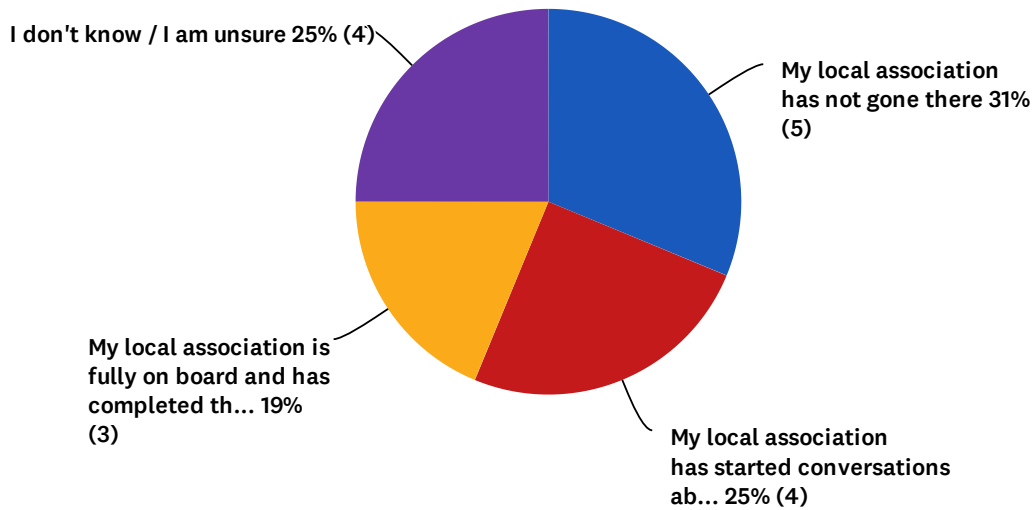
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ANSWER CHOICES		RESPONSES	
My local association has not gone there		0%	0
My local association has started conversations about this or taken some first steps		69%	11
My local association is fully on board and has completed this action		25%	4
I don't know / I am unsure		6%	1
TOTAL			16

Q16 Is white culture treated as the norm? Does the décor used at your local office or the programs and activities offered or promoted reflect the different cultures represented by your association members and those in your local community?

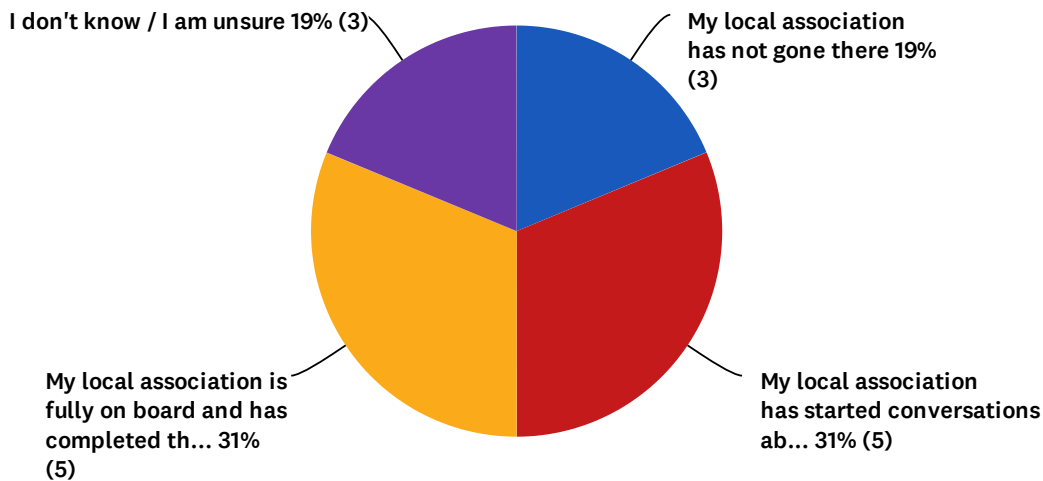
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
My local association has not gone there	31%	5
My local association has started conversations about this or taken some first steps	25%	4
My local association is fully on board and has completed this action	19%	3
I don't know / I am unsure	25%	4
TOTAL		16

Q17 Are discussions about racism and other forms of oppression normalized and encouraged or are they seen as a distraction from “the real work” of your association? Do people in leadership positions participate in and support discussion about power and oppression-related issues?

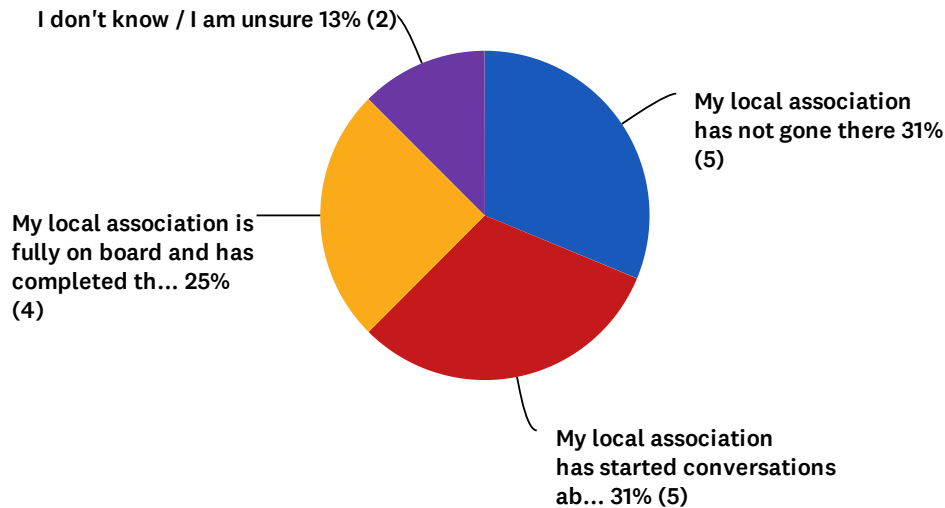
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	19%	3
My local association has started conversations about this or taken some first steps	31%	5
My local association is fully on board and has completed this action	31%	5
I don't know / I am unsure	19%	3
TOTAL		16

Q18 Does your local seek input and guidance in its strategic planning and decision-making from organizations advocating on behalf of people of color and/or community leaders who are themselves people of color?

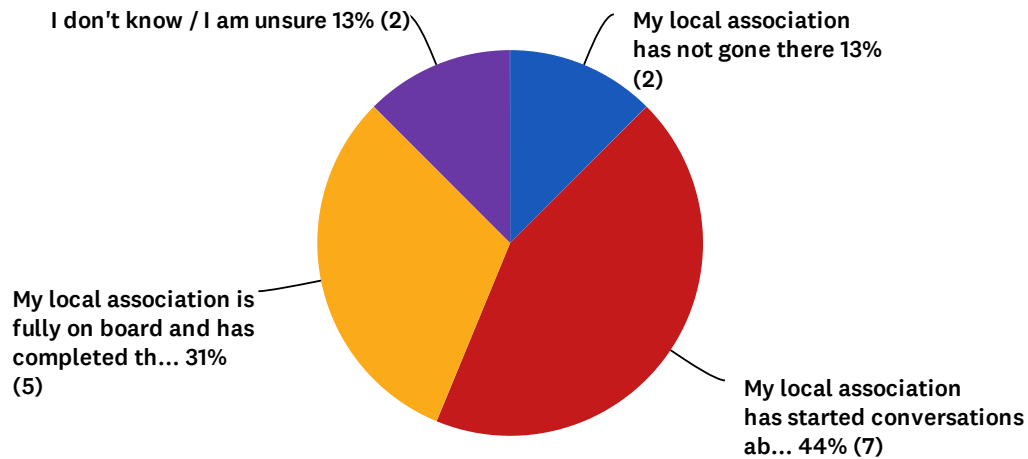
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	31%	5
My local association has started conversations about this or taken some first steps	31%	5
My local association is fully on board and has completed this action	25%	4
I don't know / I am unsure	13%	2
TOTAL		16

Q19 Does your local association deem it important to be aware of the racial demographics in your local school district and community?

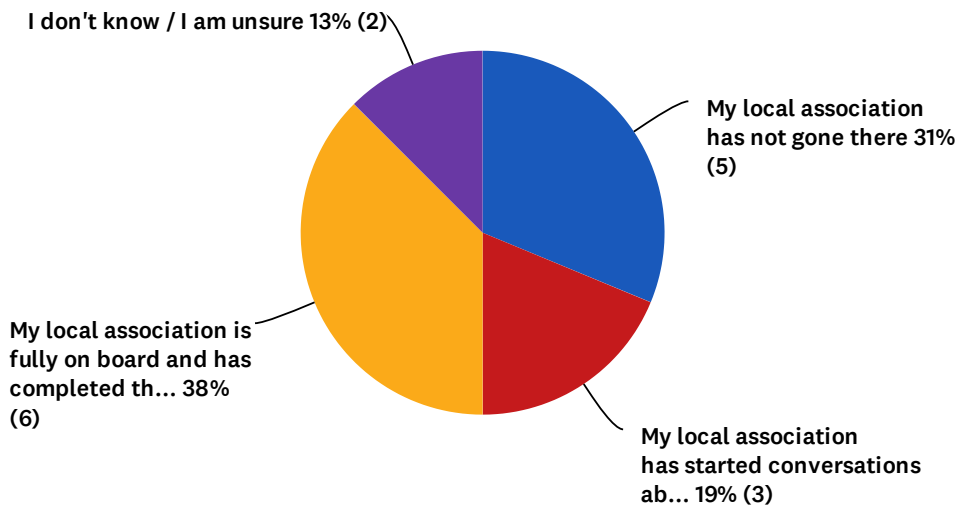
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	13%	2
My local association has started conversations about this or taken some first steps	44%	7
My local association is fully on board and has completed this action	31%	5
I don't know / I am unsure	13%	2
TOTAL		16

Q20 Does your local association provide support and resources to organizations or campaigns led by people of color or those from other marginalized communities?

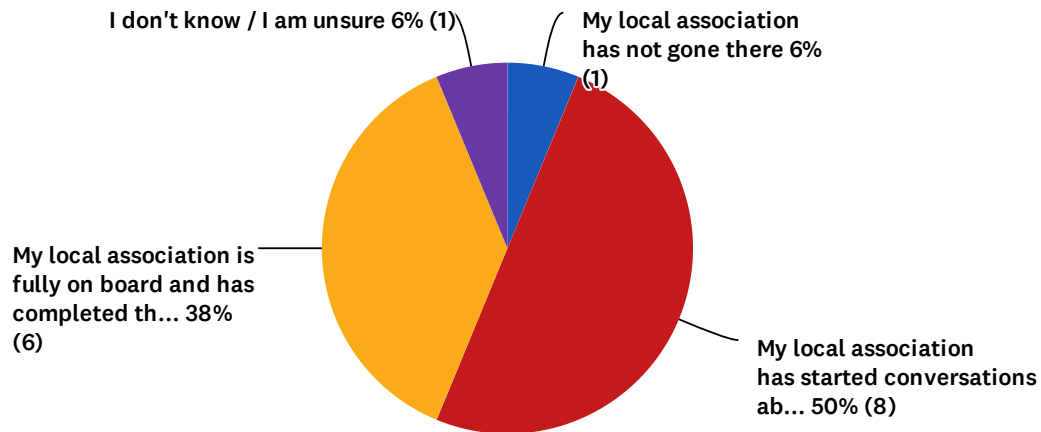
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ANSWER CHOICES	RESPONSES	
My local association has not gone there	31%	5
My local association has started conversations about this or taken some first steps	19%	3
My local association is fully on board and has completed this action	38%	6
I don't know / I am unsure	13%	2
TOTAL		16

Q21 Has your local shown up to support organizations that center people of color?

Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
My local association has not gone there	6%	1
My local association has started conversations about this or taken some first steps	50%	8
My local association is fully on board and has completed this action	38%	6
I don't know / I am unsure	6%	1
TOTAL		16