The Work of Cultural Relevancy

YOUTH OUTSIDE

Scoring Rubric
0: We do NOT do this at all
1: We do this irregularly, or very little
2: We do this, but not regularly
3: We do this regularly

Area	Practice	Score
Hiring Practices	We recruit applicants from the communities that we serve.	
	We value the added benefits that applicants living within the communities that we serve bring.	
	We incentivize bilingual applicants that speak the language(s) of the communities that we serve.	
Staff Development & Retention	We create, promote, and incentivize opportunities for our staff to learn about the communities we serve.	
	Staff, community leaders, and stakeholders are brought together in both formal and informal settings.	
	We intentionally and openly celebrate difference.	
Difficult Conversations	Crises and news events that disproportionately affect low-income communities and communities of color are addressed in staff meetings.	
	We encourage candor.	
	Crises and news events that disproportionately affect low-income communities and communities of color are addressed in board meetings.	
Accountability	Employees are trained in an organizational standard to address micro and macro aggressions in the workplace.	
	Our organizational mission and/or values are posted and included in meeting agendas.	
	Management and board speak with one voice about issues regarding diversity, equity, and inclusion raised by staff.	
Community Engagement	Written materials are in the languages of the communities that we serve.	
	Information and program applications are accessible through many avenues, and are not limited to online formats.	
	Community-based events are held in the language(s) of the communities that we serve.	
	Translation services are timely and easily accessible.	
Program Development	Programs are offered in the language(s) of the participants.	
	We seek participant feedback and critique through a standardized process.	
	Participant feedback is implemented or incorporated into programs.	
	Program participants are invited to events and meetings as priority stakeholders.	
	Total	

50-66: Doing the work

31-49: We know there is more work to be done

0-30: It's time to get to work