**Meyer Spectrum Tool (adapted)**

We are using this tool as grounding and reflective exercise to see where we are and where we need to get too.

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| **Equity and Social Justice Component** | **Not Yet Started** | **Ready to Start** | **Launched** | **Well on the Way** | **Exemplary or Leading** |
| Equity and Social Justice Vision | Does not see it as relevant | We Recongise the importance of Equity and Social and we are complementing next steps  [We are developing an action plan] | Equity and Social Justice programme launched | Have developed Equity and Social justice and is integrated within our work | Have integrated Equity and Social Justice within our organisational mission and statements, and these are being actively used. |
| Commitment | Does not have an interest in advancing DEI work | Is interested in advancing equity and social justice work and is considering how to do so  [We are developing an action plan] | Interested in advancing equity and social justice work and has put some strategies or actions in motion | Is actively engaged in advancing equity and social justice. | Fully committed at all levels for equity and social justice. |
| Leadership | Trustees and staff have not taken on equity and social justice issues. | A few members of trustees and staff are leading equity and social justice work | An equity and social justice is leading the organisaiton’s equity and social justice work | All levels of management are actively taking leadership on equity and social justice [some trustees and staff involved] | Building the field and best practices and is accountable.[e.g. FPR] |
| Policies | Does not have any policies | Does not have but interested in developing policies | May have some equity and social justice language within policies [EDI policy] | Has a policy/plan but not sure how to implement it | Has a plan with clear goals, strategies and indicators |
| Infrastructure | Has not had an internal discussion about the organisation’s equity and social justice work | Has had some internal equity and social justice discussions, but doesn’t have an infrastructure to guide the work | Smalls groups are guided by equity and social justice but not in the wider organisation | Has internal committees that have power to be able to implement changes [Equity and Social Justice Working Group] | Work on equity and social justice is integrated into every aspects of the organisation |
| Training | Has not done any equity and social justice training | Is contemplating doing training [Training menu] | Some staff or trustees have attended equity and social justice training | All trustees and staff are involved in equity and social justice training and capacity building | Has ongoing training. Staff and trustees are accountable |
| Diversity | Does not see the need to have a diverse board and staff team | Has had conversations about the importance of having a diverse board and staff team [In trustee meetings] | Beginning to attempt to diversify the board | Actively works to increase diversity of the board and staff team | Has policies and strategies to increase diversity on board and staff team |
| Data | Does not collect demographic data | Currently does not collect demographic data but see it as a future goal [grant making, make up of staff/trustees] | Collects some data but not in a systemic way | Collects data across programmatic and other areas but might not know what to do with the data | Collects data across programmatic and other areas but knows what the data represents. |
| Community/Marginalised groups | Does not see the point of engaging with marginalised groups | Value the idea of of building partnerships but does not know how | Beginning to build partnerships but has not yet implemented accountability [e.g. Decolonsing Economics] | Actively works to build relationships and partnerships. | Has mutually beneficial, accountable and equitable relationships that has addressed power issues |
| Decisions | Equity and social justice issues do not factor into decision-making | Interested in factoring equity and social justice, may say it is an add on | Decisions are occasionally made because of equity and social justice [Investment Engagement/Grants] | Decisions about governance is informed by using an equity and social justice lens | Decisions about govenance are systematically guided by equity and social justice |
| Accountability | Equity and social metrics are not used in staff or trustees | Values Equity and social metrics [Ongoing discussions on what is the best way to achieve this]. | Preparing to include Equity and social metrics | Equity and social metrics used across some of the organisation | Equity and social metrics used across the organisation |
| Inclusion | Does not see the need to create an inclusive organisation | Values the idea of being an inclusive organisation | There is space for equity and social justice and inclusion discussions but individuals are required to conform to the dominate culture | The voices of staff and trustees who experience marginalisation are heard and the organisation is in transition from a dominant culture to an inclusive – multicultural culture | All staff and trustees feel valued and listened too. The organisation has transited to an inclusive multicultural organisation and have policies in place to keep this. |