



Capacity Building and Available Resources

Refer back to how you defined your scope in the [Building Your Foundation](#) section to provide context for your interpretation of the domain elements and statements.



FOUNDATIONAL ELEMENTS

Staff Knowledge

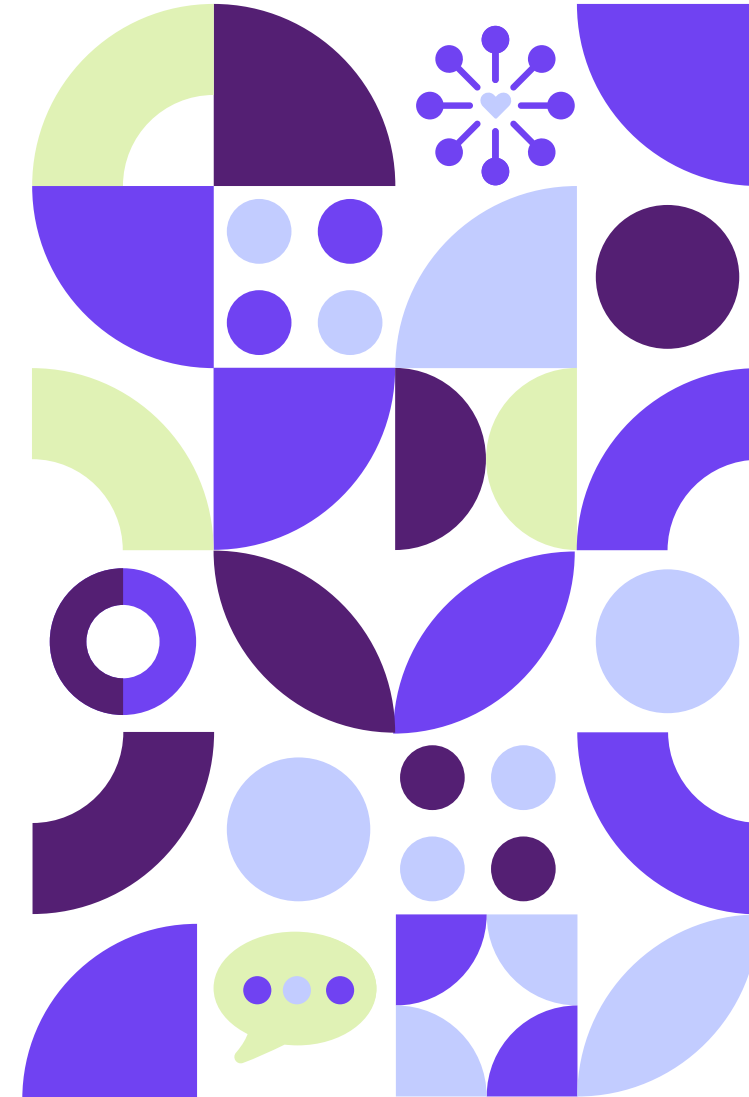
Staff have a baseline understanding of concepts like systems, structural racism, implicit bias, and social determinants of health, have begun to examine their own power and privilege, and are committed to furthering their knowledge base and understanding of key concepts.

Opportunities for Growth

Staff have regular opportunities to participate in capacity building around equity (e.g., trainings, conferences, coaching, dialogues, workgroups) and supervisors are supportive of staff engaging in available opportunities.

Supports and Investments

There is dedicated funding to support existing staff's time to advance equity efforts and for trainers, coaches, facilitators, and/or consultants to support internal equity efforts.





Capacity Building and Available Resources



STATEMENTS

Using the scale, please rate how much you disagree or agree with the following statements. Consider overall impressions when responding.	Do not know /Unsure 0	Strongly disagree 1	Disagree 2	Agree 3	Strongly agree 4	Score (Optional)
Staff Knowledge: Staff have built their knowledge base around key equity concepts (e.g., structural racism, implicit bias, power and privilege).						
Opportunities for Growth: Staff have regular opportunities to participate in capacity building around equity (e.g., trainings, conferences, coaching, dialogues, workgroups).						
Opportunities for Growth: Supervisors are supportive of staff engaging in available opportunities for capacity building around equity.						
Supports and Investments: Funding is available to cover existing staff's time to advance equity efforts.						
Supports and Investments: There is dedicated funding for external trainers, coaches, facilitators, and/or consultants to support internal equity efforts.						
Domain Score (Optional) = Average of statement scores						
Notes: 						



Capacity Building and Available Resources



DISCUSSION GUIDE

Instructions: After responding to the statements above, review your responses as a team and consider the following discussion questions. Use the scope identified in [Building Your Foundation](#) to define the strengths and challenges referenced below.

What are your strengths related to staff capacity building and available resources?

- How did these elements become strengths?
- How can these strengths be leveraged to support internal equity efforts?

What are your challenges related to staff capacity building and available resources?

- What are the system-level factors or reasons these challenges emerged?
- What are the opportunities to address these challenges?
- What are the barriers to addressing these challenges?
- How can you leverage your strengths to address these challenges to supporting internal equity efforts?



NEXT STEPS

Considering the identified opportunities, barriers, and ways to leverage your strengths, where is there energy and momentum around increasing staff capacity and available resources?

What are some immediate next steps you want to explore?

Who else should be involved to explore these immediate next steps?