



Culture of Learning and Accountability

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

Feedback Mechanisms

There are internal structures and practices that support sharing honest feedback and communicating how feedback is addressed or resolved.

Processing Spaces

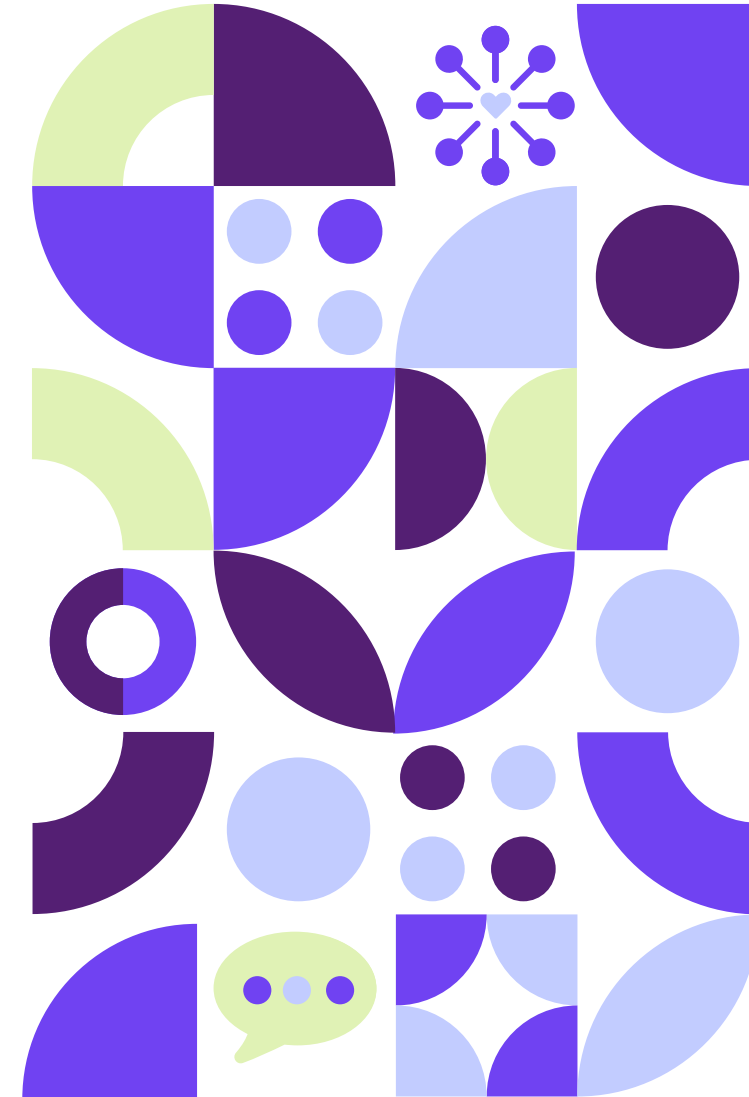
There are internal structures and practices that support staff at all levels to process, share, and learn from each other.

Applied Learning Spaces

There are internal structures and practices that support staff to apply what they learn in capacity building opportunities around equity to program work. Staff have opportunities to share program innovations and receive and provide feedback with the goal of refining program development towards equity.

Transparency

Leaders regularly share progress on goals related to improvement processes with staff.





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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)
Feedback Mechanisms: There are clear internal structures and practices in place that support sharing honest feedback.						
Feedback Mechanisms: There are clear internal structures and practices in place to communicate how feedback is addressed or resolved.						
Processing Spaces: There are internal structures and practices that support staff at all levels to process, share, and learn from each other.						
Applied Learning Spaces: There are internal structures and practices that support staff to apply what they learn in capacity building opportunities around equity to program work.						
Applied Learning Spaces: Staff have opportunities to share program innovations and receive and provide feedback with the goal of refining program development towards equity.						
Transparency: Leadership regularly shares progress on goals related to improvement processes with staff.						
Domain Score (Optional) = Average of statement scores						
Notes:						



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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 building a culture of learning and accountability?

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

What are your challenges related to building a culture of learning and accountability?

- 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 building a culture of learning and accountability?

What are some immediate next steps you want to explore?

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