



QIC Domestic Violence  
in Child Welfare  
Advancing an Adult & Child Survivor-Centered Approach



## Centering Racial Equity in Collaboration survey

---

The **Centering Racial Equity in Collaboration survey** will assess your perceptions of strengths of a project's collaboration across organizational partners and within work groups (e.g., steering committee, advisory board, implementation team, management team). **Collaborative group** is used here to signify *the leadership groups who make decisions in a collaboration*. **Collaboration** is defined here as *exchanging information, altering activities, sharing resources, and enhancing the capacity of other organizations for mutual benefit and to achieve a common purpose*. Further, collaboration is understood as a fundamental strategy to accomplish a common purpose. Collaboration is not an end to itself but instead a strategy to achieve positive outcomes; therefore, this assessment of collaboration is one way to identify the strengths and challenges to achieving a project's outcomes.

The **Centering Racial Equity in Collaboration survey** may be administered at multiple time points throughout the span of a project, with the aim of helping in one or more of the following ways:

- Assess how well the collaborative group is working to implement the project
- Identify specific areas to focus on to improve collaboration effectiveness
- Compare the ideas individuals have about collaboration with the realities of collaboration in practice
- Monitor the peaks and valleys of collaboration over time

There are two parts to this **Centering Racial Equity in Collaboration survey**:

1. **Part I: Collaboration Domains**
2. **Part II: Project-Specific Principles and Framework**

## Centering Racial Equity in Collaboration survey

### Part I: Collaboration Domains

After reading the following statements about your collaborative group, please mark the rating that best describes your level of agreement.

Domain	Survey Item	Strongly Disagree	Disagree	Neutral or No Opinion	Agree	Strongly Agree	Don't Know
Shared vision, mission, and goals	1. Our collaborative group shares a collective vision and agrees upon goals for the project.	<input type="checkbox"/>					
	2. Each level (e.g., board, administrators, supervisors, frontline staff) within <i>my</i> organization is committed to the project's vision and goals.	<input type="checkbox"/>					
	3. Each level (e.g., board, supervisors, frontline staff) within <i>other</i> organizations in this collaborative group is committed to the project's vision and goals.	<input type="checkbox"/>					
Clarity and structure	4. People in our collaborative group have identified tasks, timelines, and person(s) responsible to enable the collective vision to be achieved.	<input type="checkbox"/>					
	5. People in our collaborative group have systems in place to track goals and progress.	<input type="checkbox"/>					
Sustainability	6. People in our collaborative group use their existing resources (human, financial, etc.) fairly and effectively to ensure long-term maintenance of the collective vision.	<input type="checkbox"/>					

### Centering Racial Equity in Collaboration survey

Domain	Survey Item	Strongly Disagree	Disagree	Neutral or No Opinion	Agree	Strongly Agree	Don't Know
	7. People in our collaborative group have a plan to sustain the work beyond the life of the project or grant period.	<input type="checkbox"/>					
Decision-making	8. Within our collaborative group, decisions are made by an agreed upon democratic or consensus process, not just one or a few leaders.	<input type="checkbox"/>					
	9. People from groups who have been historically marginalized are decision makers in our collaborative group.	<input type="checkbox"/>					
	10. People in our collaborative group navigate the decision-making process within their own organizations in service of the project.	<input type="checkbox"/>					
Resource sharing	11. People in our collaborative group play a significant role in making decisions about how overall funds are used.	<input type="checkbox"/>					
	12. Project resources (human, equipment, financial etc.) are distributed equitably to promote meaningful participation of less resourced project partners in our collaboration.	<input type="checkbox"/>					
Diverse engagement and inclusion	13. People in our collaborative group represent community members and system players that are affected by the work (e.g., families, community leaders, direct service staff).	<input type="checkbox"/>					

## Centering Racial Equity in Collaboration survey

Domain	Survey Item	Strongly Disagree	Disagree	Neutral or No Opinion	Agree	Strongly Agree	Don't Know
	14. People in our collaborative group are representative of the full range of racial/ethnic/cultural groups served.	<input type="checkbox"/>					
	15. People in our collaborative group implement ongoing processes to hold themselves accountable to multiple stakeholders who are not formal members of the collaboration.	<input type="checkbox"/>					
	16. People in our collaborative group build authentic relationships with key community leaders, non-traditional organizations, and families served to center their experiences and needs.	<input type="checkbox"/>					
Dismantling structural oppression	17. People in our collaborative group consistently assess and change institutional policies and procedures that disparately affect people and communities who have been marginalized.	<input type="checkbox"/>					
	18. People in our collaborative group consistently discuss how white privilege impacts decision-making, communication, evaluation, etc., and take steps to mitigate it.	<input type="checkbox"/>					
Leadership development	19. Seasoned leaders help build and develop the skills of newer leaders in our collaborative group.	<input type="checkbox"/>					

### Centering Racial Equity in Collaboration survey

Domain	Survey Item	Strongly Disagree	Disagree	Neutral or No Opinion	Agree	Strongly Agree	Don't Know
	20. The collaborative group gives equal regard to leadership styles that are transformational and participatory as well as bottom-line and task-oriented.	<input type="checkbox"/>					
Communication	21. People in our collaborative group demonstrate value of and appreciation for the work and expertise of one another.	<input type="checkbox"/>					
	22. Project information is conveyed regularly through formal (e.g., meeting minutes) and informal (e.g., chatting over coffee, texts) channels of communication.	<input type="checkbox"/>					
	23. Meetings are used not merely to provide and receive updates but to engage in collective action (i.e., identify a shared vision, engage in productive discussion, develop action plans, and solve problems impeding progress).	<input type="checkbox"/>					
Conflict resolution	24. People in our collaborative group deal with conflict openly with a focus on resolution rather than the way the conflict is introduced.	<input type="checkbox"/>					
	25. People in our collaborative group can raise difficult issues without fear of	<input type="checkbox"/>					

### Centering Racial Equity in Collaboration survey

Domain	Survey Item	Strongly Disagree	Disagree	Neutral or No Opinion	Agree	Strongly Agree	Don't Know
	reprisals or judgment of their communication style.						
	26. People in our collaborative group appear to view discomfort as an essential element of learning and growth.	<input type="checkbox"/>					
	27. People in our collaborative group are willing to compromise, particularly those with more power.	<input type="checkbox"/>					
Cultural humility	28. People in our collaborative group use knowledge of historical events and oppression to inform approaches.	<input type="checkbox"/>					
	29. People in our collaborative group attend to the impact of their communication and not just their intent.	<input type="checkbox"/>					
	30. People in our collaborative group do their own work to identify and avoid imposition of cultural assumptions.	<input type="checkbox"/>					
	31. Materials for meetings are translated to languages other than English when needed.	<input type="checkbox"/>					
Data	32. The collaboration uses participatory research (e.g., storytelling, practice-based evidence) to gather data.	<input type="checkbox"/>					
	33. People in our collaborative group use data to establish goals, implement plans, and measure progress.	<input type="checkbox"/>					

### Centering Racial Equity in Collaboration survey

Domain	Survey Item	Strongly Disagree	Disagree	Neutral or No Opinion	Agree	Strongly Agree	Don't Know
	34. People in our collaborative group have mechanisms in place to get regular feedback from diverse community stakeholders and the people served.	<input type="checkbox"/>					
	35. The collaborative group applies learning and best practices that emerge from our own communities and communities around the world.	<input type="checkbox"/>					

#### Part II Project-Specific Principles and Framework

We suggest that projects may develop items that reflect the principles and frameworks that guide their specific projects and that intersect with effective collaboration practices. Below is an example of the items that we developed for the Quality Improvement Center on Domestic Violence in Child Welfare. These may serve as an example for other projects and may be adapted or revised for other projects' use.

Domain	Survey Item	Strongly Disagree	Disagree	Neutral or No Opinion	Agree	Strongly Agree	Don't Know
Principles	36. People in our collaborative group agree that safety and well-being of child and adult survivors are inextricably linked.	<input type="checkbox"/>					
	37. People in our collaborative group engage and listen to survivors when conducting assessments and crafting case plans.	<input type="checkbox"/>					
	38. People in our collaborative group utilize strategies that build upon family strengths.	<input type="checkbox"/>					

### Centering Racial Equity in Collaboration survey

Domain	Survey Item	Strongly Disagree	Disagree	Neutral or No Opinion	Agree	Strongly Agree	Don't Know
	39. People in our collaborative group can describe ways that the project works to identify and alleviate race and gender inequities.	<input type="checkbox"/>					
	40. The organizations of our collaborative group work together to address the risk and protective factors of domestic violence at the family, community, and institutional levels.	<input type="checkbox"/>					
Frameworks	41. The organizations in our collaborative group use the domestic violence risk and protective factor framework.	<input type="checkbox"/>					
	42. The organizations in our collaborative group operate from a shared understanding of the relational and systemic accountability framework.	<input type="checkbox"/>					
	43. The people in our collaborative group establish relationships with people who use violence to support positive change and decrease harm to adult and child survivors.	<input type="checkbox"/>					
	44. The organizations in our collaborative group utilize a continuum of programs and responses to hold persons who use violence accountable.	<input type="checkbox"/>					

## Centering Racial Equity in Collaboration survey

### Acknowledgements

This survey was developed as part of the Quality Improvement Center on Domestic Violence in Child Welfare (QIC-DVCW), which was funded through the Department of Health and Human Services, Administration for Children and Families, Children’s Bureau, Grant #90CA1850-01. The content of this document does not necessarily reflect the view of policies of the funder, nor does mention of trade names, commercial products or organizations imply endorsement by the US Department of Health and Human Services. The organizations partnering in developing this survey included Futures Without Children, Caminar Latino, and the University of Kansas School of Social Welfare.

### Questions or Assistance

For questions or assistance with completing this collaboration assessment, please contact Sheehan Niethold at [sniethold@caminarlatino.org](mailto:sniethold@caminarlatino.org).

### Citation:

White Starr, R., Mota, W., Carlson, J., & Akin, B. A. (2020). *Centering Racial Equity in Collaboration*. Boston, MA: Quality Improvement Center on Domestic Violence in Child Welfare, Futures Without Violence. <http://caminarlatino.org/library/>

