**Readiness Assessment**

Conducting a self-analysis of why things exist in the current state provides a valuable baseline. Self-assess current policies and procedures, budget decisions, norms, culture, stakeholders, organizational history, etc., that must be considered to address any identified problems. This tool is divided into four key areas of impact: leadership, workforce, workplace, and patients.

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| **Organization Name:**  |
| **Readiness Assessment** | **Response** |
| **Leadership** |  |
| Strategic Plan | Identify and briefly describe where the organization’s strategic plan addresses disparities in patient care and learner outcomes. Include any specific policies in place to support the plan, as well as the level of board commitment. |  |
| Stakeholders | Identify stakeholders who have formal responsibility for the above efforts within organizational staff and/or membership.  |  |
| Demographics | Identify the current demographic makeup of the C-suite of the organization, board, and elected leadership. |  |
| Organizational Resource Allocation | Provide the organization’s annual budget currently dedicated to addressing disparities in patient care and learner outcomes. |  |
| **Workforce** |  |
| Recruitment and Retention Programs | Briefly describe the current recruitment and retention programs in your organization and/or your specialty for residents/fellows, faculty members, and staff. |  |
| Demographics | Identify the current demographic makeup for all members of your organization. |  |
| **Workplace** |  |
| Culture Assessment | Briefly describe the results of any culture or engagement survey of your organization and/or specialty. |  |
| Education Curricula | Briefly describe any culture or engagement curricula currently implemented by your organization. |  |
| **Patient** |  |
| Tracked Disparities | Does your organization track health care disparities? If so, how are these data tracked and reported?  |  |
| Demographics | Identify the sex, race, ethnicity, primary language, payor mix, and/or socioeconomic status makeup of your organization’s patient population. |  |