

# INTERNAL CLARITY WORKSHEET

Evaluating Public Language Changes Related  
to Equity, DEI, and Racial Justice



Washington  
LEAD for  
Racial Justice  
Initiative

## OVERVIEW FOR USE CASE:

### I. MISSION AND VALUES ALIGNMENT

1.1. What are the core values that must remain explicit?

1.2. What are mission critical racial justice/equity/DEI commitments?

1.3. Boundaries: What constitutes an unacceptable compromise?

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## II. PURPOSE OF THE CHANGE

2.1. What is prompting this consideration?

- Funder requests
- Political climate
- Strategic positioning
- Other? \_\_\_\_\_

2.2. Are we reducing friction or signaling a strategic shift?

2.3. What are intended outcomes of the language change?

## III. IMPACT ON INTERNAL ALIGNMENT, INTEGRITY AND CULTURE

3.1. How might staff interpret this change?

3.2. What context or assurances do staff need?

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3.3. How will we ensure programs and decisions still uphold equity commitments?

## IV. STAKEHOLDER CONSIDERATIONS

4.1. Which funders are requesting the change, and how essential are they?

4.2. Potential impact on community partners and equity-aligned funders:

4.3. Stakeholders to inform or consult:

## V. RISKS AND SCENARIO PLANNING

5.1. What are risks of changing language?

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### 5.2. What are risks of not changing language?

### 5.3. Scenario analysis (best case / likely / worst case):

## VI. CONSISTENCY AND IMPLEMENTATION

### 6.1. How will changes affect:

- Program descriptions: \_\_\_\_\_
- Grant proposals: \_\_\_\_\_
- Public statements: \_\_\_\_\_
- Internal culture: \_\_\_\_\_

### 6.2. Will we maintain dual messaging (public + values-explicit)?

### 6.3. Who is responsible for consistency and updates?

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## VII. COMMUNICATION AND ACCOUNTABILITY

7.1. Internal communication plan:

7.2. External explanation (if needed):

7.3. How will we monitor impacts on trust and reputation?