Building Bridges is a national initiative working to identify and promote practice and policy that will create strong and closely coordinated partnerships and collaborations between families, youth, community-based and residential treatment and service providers, advocates, and policy makers to ensure that comprehensive mental health services and supports are available to improve the lives of young people and their families. In all that we do, we strive to advance partnerships among residential and community-based service providers, youth, and families to improve positive outcomes post-residential.

The objective of the BBI Leaders of Color (LoC) Project is to highlight those challenges that have been identified through research as being experienced by leaders who are Black, Indigenous, and People of Color (BIPOC). This survey will be used to inform the research and development of the forthcoming BBI LoC concept paper about the perception and experience of White leaders in predominantly White organizations, as compared to their BIPOC counterparts. Additionally, it is recommended that executive leadership and managers of predominantly White organizations and others invested in creating equity in the workforce for BIPOC Leaders use this paper to better understand the challenges that exist, and the proven strategies for ameliorating and effectively addressing them.

Questionnaire Directions

This survey is anonymous and will take an estimate of 8-10 minutes to complete. Please respond to each question.

* Do you identify as White and are you in a leadership role in your organization?

◯ Yes

◯ No

Personal Information

Where do you reside?

[   ]

[   ]

Organization Information

What sector do you work in?

◯ Non-profit

◯ For-profit

◯ Government

What industry do you work in?

◯ Education

◯ Finance

◯ Fundraising and Development

◯ Human Services (e.g., Behavioral/Mental Health, Child Welfare, Community Services, Justice Services, Substance Use, Physical Health)

◯ Information Communications Technology (ICT)

◯ Workforce Development

◯ Other (please specify)

[   ]

Approximately how many people are employed by your organization?

◯ 1-9

◯ 10-49

◯ 50-99

◯ 100-249

◯ 250-499

◯ 500-999

◯ 1000+

What level of leadership are you currently in?

○ First line manager/team leader

○ Middle management

○ Director-level

○ C-suite/executive level

○ Other (please specify)

[   ]

* How many people do you currently supervise/manage?

○ 0/none

○ 1-10

○ 11-30

○ 31-50

○ 51-100

○ More than 100

* Does your organization have a Diversity, Equity, Inclusivity, Belonging and Accessibility (DEIBA) plan?

○ Yes

○ No

○ Unsure

Please rate your level of agreement with the following statement:
I am knowledgeable about my organization's DEIBA plan.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
○	○	○	○	○

Does your organization have systems and processes for ensuring BIPOC employees receive fair/equitable opportunities for promotions and career advancement in the organization?

○ Yes

○ No

○ Unsure

* Does your organization have a process to recruit and hire BIPOC leaders and aspiring leaders?

○ Yes

○ No

○ Unsure

Please rate your level of agreement with the below statements.

The processes my organization has in place to recruit and hire BIPOC leaders and aspiring leaders are effective.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
◯	◯	◯	◯	◯

I believe BIPOC employees receive fair/equitable opportunities for promotions and career advancement in my organization.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
◯	◯	◯	◯	◯

My organization prioritizes creating a culture of belonging for BIPOC employees and leaders.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
◯	◯	◯	◯	◯

It is a responsibility of White leaders to participate in activities and agency practices to help BIPOC employees rise to positions of leadership.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
◯	◯	◯	◯	◯

Which practices does your organization utilize to develop and advance BIPOC employees and leaders? Please select all that apply.

☐ DEIBA training across the organization

☐ Formal support, sponsorship, or mentorship structures

☐ Documented career advancement plans

☐ Targeted leadership development and skill-building opportunities

☐ Affinity/employee resource gruops

☐ Training to help the transition from peer to supervisor

☐ Helping employees develop skills to advocate for themselves

☐ One-on-one supervisory sessions and/or check-ins/career development sessions

☐ Other (please specify)

>

☐ None of the above

Does your organization regularly review data to promote visibility and equity of BIPOC leaders throughout the organization? *(E.g., pay equity between BIPOC and White employees, attrition rates for BIPOC vs. White employees, etc.)*

◯ Yes

◯ No

◯ Unsure

Does your organization have any DEIBA metrics associated to its strategic goals or key performance indicators?
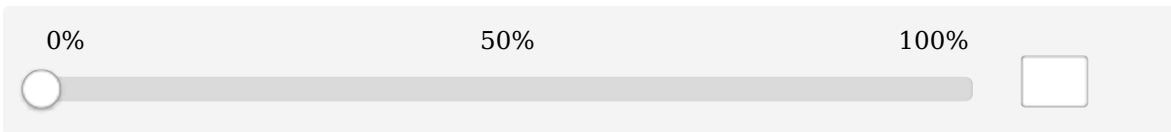
◯ Yes

◯ No

◯ Unsure

Self Reflection

Do you consider yourself an ally for BIPOC individuals? *(An ally is defined as someone who does not identify as BIPOC, but who is active and purposeful in supporting, promoting, and advancing real change for marginalized groups.)*
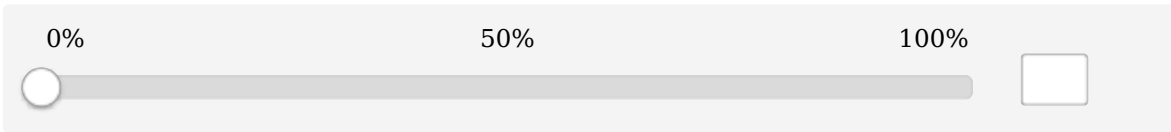
○ Yes

○ No

○ Unsure

Approximately what percentage of your work time is invested in BIPOC employees' career development and advancement?

0%	50%	100%

Approximately what percentage of your work time is invested in collaboratives or workgroups tasked with improving access to leadership roles for BIPOC employees?

0%	50%	100%

Does your organization have any innovative methods to advance BIPOC individuals and their careers that you can share with us?

Is there anything else you would like to share with us?

On behalf of BBI, thank you for your participation in this initiative and your contributions to our commitment to advancing partnerships and improving lives.