

After the Crisis: An Equity Audit for Real Change

This guide is for later, when you have space to look at your organization honestly. If you are still in triage mode, start with the Crisis Cheat Sheet or the Implementation Toolkit instead.

If you arrived here from the blog and this feels like too much right now, that's okay. This guide will still be here when you're ready.

HOW TO USE THIS AUDIT

This isn't a scorecard. It's a set of questions designed to surface patterns in policies, power, pay, and care so you can decide what to address next.

You don't need to answer everything at once. Many organizations return to this audit over time.

CORE AREAS FOR REVIEW

Policies

- Where do protections exist only informally?
- What depends on manager discretion rather than written policy?

Power & Decision-Making

- Who was included in decisions during crisis?
- Who was not and why?

Pay & Labor

- Who absorbed extra risk, workload, or emotional labor?
- Were those contributions recognized or compensated?

Care Structures

- Which supports were actually accessible?
- Which existed in name only?

FROM REFLECTION TO ACTION

This audit matters only if it leads to change.

Effective follow-through includes:

- Naming gaps honestly
- Sharing what you learned with staff
- Committing to specific actions
- Setting timelines you can keep
- Updating people as you make progress

Every organization has gaps. The work is deciding which ones you are willing to address and then doing it.