



Building Bridges Across the Class Divide

## **Some Questions for Our Organizations**

### **Mission**

- What is our organization's mission?
- Who are our constituents or audience?
- What are our expressed values and our hidden values?

### **Physical Location and Space**

- What is our access to public transportation?
- How is space allocated in our organization?
- What is the decor like, what are the images on the walls?

### **Decision-Making**

- Who makes which decisions?
- Who holds leadership positions?
- Whose opinions and needs are considered in decision-making?
- What is the racial, gender and classmake up of our organization?

### **Compensation and Qualifications**

- What is the ratio between highest and lowest paid?
- In hiring, do we question the need for formal educational degrees and credentials?
- What are our benefits and who is eligible?
- What are our personnel policies and whom do they serve?
- Do we recruit people from lower-income backgrounds for leadership positions?  
Do we offer mentoring and support?
- Are people treated differently based on their job titles?

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## **Organizational Culture**

- How are people greeted when they come in or call on the phone?
- What is the dress code?
- Who feels comfortable in our organization? Who feels most uncomfortable?
- What are our organization's rituals around food and celebration?
- What is the balance between hierarchy and shared governance?
- What kinds of humor and jokes are acceptable or not acceptable?
- What is our attitude towards time and what are our expectations?
- What is considered polite or impolite?
- How do board members and donors interact (or not interact with) administrative staff?

## **Dealing with Conflict**

- How is conflict dealt with?
- How does one show respect?
- What is considered appropriate and/or inappropriate?

## **Language**

- What language is spoken (acronyms, slang, vocabulary)? What language is inclusive and what language leaves some people out?
- In what language are our materials written?

## **Other Questions**

- Do we have flexible fees for our events, activities and/or services?
- How do we ensure access and participation by poor and working-class people?



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- Do we have childcare at our meetings and events?
- Do our programs, displays and materials reflect a range of occupations or class lifestyles?
- How well is our organization doing in meeting the needs of the folks we work with, particularly around class?
- How openly does our organization discuss issues of class, race and gender in relation to ourselves and to the people we serve and work with?

*Thank you to the organization "No Class" in Maine for some of these questions.*



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