Asian American And Pacific Islander Inclusion:

A Self-Assessment for Organizations

Adapted, with permission, from the Annie E. Casey Foundation's Race Matters Toolkit and Organizational Self-Assessment (http://www.aecf.org/)

National Asian Pacific Center on Aging
National Resource Center on AAPI Aging

1511 Third Avenue | Suite 914 | Seattle, Washington 98101 | www.napca.org
A Self-Assessment for Organizations

Why should an organization use this tool?
Asian Americans and Pacific Islanders (AAPIs) are a diverse group originating from over 30 countries with a multitude of ethnicities that speak over 100 different languages - and also have the fastest growing aging population. Numerous differences between AAPI and mainstream American culture cause barriers that restrict AAPIs from fully accessing long-term services and supports. Prioritizing cultural and linguistic competencies are critical to eliciting racially equitable results for AAPI older adults throughout our communities.

AAPI Inclusion

What will the tool accomplish?
This tool will help organizations raise their awareness, evaluate areas for improvement to increase inclusion, and track organizational change as they strengthen their work with AAPI older adults within their communities.

How to use this tool:
1. For each question, circle the response that most closely reflects your current organizational environment.
2. Add up the numbers associated with each answer to get your organization’s AAPI Inclusion Score.
3. Use the chart at the end of the tool to determine what your organization’s AAPI Inclusion Score means and next steps to consider.

Staff Competencies

1. Staff have a basic knowledge about AAPI populations, including population demographics, disparities faced, and the specific barriers experienced by AAPI older adults when accessing long-term services and supports.
   0=None 1=Some 2=Almost All 3=All
2. Staff have a deep level of understanding about AAPI populations living in the service area, including population demographics, disparities faced, and the specific barriers experienced by AAPI older adults when accessing long-term services and supports.
   0=None 1=Some 2=Almost All 3=All
3. Staff are comfortable and competent in discussing AAPI populations living in the service area, including population demographics, disparities faced, and the specific barriers experienced by AAPI older adults when accessing long-term services and supports.
   0=None 1=Some 2=Almost All 3=All
4. Staff know how to access interpreters for AAPIs.
   0=None 1=Some 2=Almost All 3=All
5. Staff utilize interpreters for AAPI older adults.
   0=None 1=Some 2=Almost All 3=All
6. Staff exhibit cultural and linguistic competence in their interactions with AAPI older adults.
   0=None 1=Some 2=Almost All 3=All
7. Staff disaggregate AAPI data by race in all analyses.
   0=None 1=Some 2=Almost All 3=All
8. Written materials produced by staff reflect a deep level of knowledge and understanding of AAPI populations living in the service area.
   0=None 1=Some 2=Almost All 3=All
9. Staff can articulate the costs of failing to include AAPI older adults into policy and practice discussions within the organization.
   0=None 1=Some 2=Almost All 3=All
1. Equitable access to culturally and linguistically appropriate long-term services and supports for AAPI populations in the service area is an explicit goal of the organization.  
   0=No  1= Moving in that Direction  2= Yes

2. There is an internal team that guides the work of the organization to elicit racially equitable results for diverse populations, including AAPI older adults.  
   0=No  1= Moving in that Direction  2= Yes

3. The organization conducts regular assessments to evaluate the operations’ impacts on eliciting racially equitable results for diverse populations, including AAPI older adults.  
   0=No  1= Moving in that Direction  2= Yes

4. The organization conducts regular community needs assessments to evaluate the needs and barriers faced by AAPI older adults in the service area, with inclusion of AAPI older adults throughout that process.  
   0=No  1= Moving in that Direction  2= Yes

5. The organization’s goals of enabling equitable access to culturally and linguistically appropriate long-term services and supports for AAPI older adult populations are reflected in resource allocations.  
   0=No  1= Moving in that Direction  2= Yes

6. The results of the organization’s investments show a reduction of barriers to access culturally and linguistically appropriate long-term services and support for AAPIs.  
   0=No  1= Moving in that Direction  2= Yes

7. There is a mechanism for AAPI older adults to address complaints about barriers to accessing long-term services and supports through the organization.  
   0=No  1= Moving in that Direction  2= Yes

8. The organization partners with the AAPI community (AAPI serving community-based organizations and community leaders) to promote equitable access to culturally and linguistically appropriate long-term services and supports.  
   0=No  1= Moving in that Direction  2= Yes

9. The organization has a deliberate plan to recruit, develop, and promote diverse staff who reflect the AAPI communities they serve.  
   0=No  1= Moving in that Direction  2= Yes

10. The organization promotes and enables access to training for staff on AAPIs within the service area.  
    0=No  1= Moving in that Direction  2= Yes

11. The environment of the organization (e.g., food, art, celebrations, etc.) is multicultural, with opportunities to celebrate the diversity of AAPIs.  
    0=No  1= Moving in that Direction  2= Yes

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**AAPI Inclusion Score**

**Next Steps**

- **<20**  
  Prioritize AAPI Older Adults  
  Make a deliberate change within the organization to commit to eliciting equitable results for AAPI older adults within a community; begin by demonstrating that commitment through mission/vision statements. Apply the competencies and utilize the additional resources available through the National Resource Center on AAPI Aging to develop stronger organizational goals.

- **20 - 29**  
  Build Capacity  
  Staff competencies are weak; identify opportunities to increase staff understanding of AAPI populations, including the specific barriers experienced when accessing long-term services and supports. The organization’s competency is lacking; identify operational changes that can be implemented to reduce barriers faced by AAPI older adults in the community.

- **30 - 39**  
  Modify to Strengthen  
  Identify the items that scored the lowest and develop a plan to strengthen those competencies.

- **40 - 49**  
  Share Best Practices!  
  The success of one organization can promote change within another. Share these best practices with the National Asian Pacific Center on Aging to strengthen the aging network in their work with AAPI older adults nationwide.

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Looking for helpful resources? Contact the National Resource Center on AAPI Aging  
admin@napca.org