

Readiness Assessment

Readiness condition	Readiness steps	What do you need to address to ensure you have the conditions needed for success?
<p>A clear commitment from local government leadership</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Mobility Advocate has shared Mobility Metrics, findings, and Framework for Boosting Mobility and Advancing Equity with executive leadership <input type="checkbox"/> Executive leadership has explicitly agreed to begin a Mobility Action Planning process <input type="checkbox"/> Executive leadership has gotten buy-in from department heads <input type="checkbox"/> Mobility Advocate and/or leadership has identified and committed resources to fund the development of a Mobility Action Plan 	
<p>Preparedness for cross-sector partnerships across policy domains</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Mobility Advocate has taken stock of current municipal partnerships that could be critical to the success of this work <input type="checkbox"/> Mobility Advocate has surveyed municipal leadership (even if informally) to learn about whether staff have the time, resources, and humility to manage new relationships <input type="checkbox"/> Mobility Advocate has considered ways that local government can be a good partner 	
<p>Sufficient organizational capacity to undertake this work</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Leadership has assessed whether there are staff who can facilitate the Mobility Action Planning process, and if needed, identified resources to add staff capacity <input type="checkbox"/> Mobility Advocate and/or leadership has assessed relevant skills and knowledge among existing staff <input type="checkbox"/> Mobility Advocate and/or leadership has identified potential trainings or resources to support knowledge-building and capacity of staff 	

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	<ul style="list-style-type: none"> <input type="checkbox"/> Mobility Advocate has examined policies, procedures, and data systems to ensure sufficient infrastructure is in place for supporting the planning process 	
<p>An organizational culture that can support large-scale change</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Leadership believes there is a general culture among staff that welcomes progress and improvements to the status quo <input type="checkbox"/> Leadership is prepared to actively invite staff to contribute ideas and speak openly about what practices or processes aren't working 	
<p>Buy-in from staff across departments</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Leadership has identified organizational champions who will bridge work across departments and provide opportunities for staff to give input and shape key project priorities <input type="checkbox"/> Organizational champions have shared the approach for Boosting Mobility and Advancing Equity with staff across departments <input type="checkbox"/> Organizational champions and/or leadership have held brownbags or other information-sharing sessions to discuss the approach <input type="checkbox"/> There is a structure or process in place for future cross-departmental engagement with the process 	
<p>A desire to build a shared understanding of structural racism</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Leadership has explicitly expressed a commitment to working toward dismantling structural racism and boosting mobility from poverty <input type="checkbox"/> The government has publicly acknowledged its role in creating racial inequities (i.e., with a municipal declaration) <input type="checkbox"/> The city or county provides opportunities for individual or team-based learning about structural racism, the policies, norms, and 	

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	<p>practices that have held structural racism in place, and diversity, equity, and inclusion principles</p> <ul style="list-style-type: none"> <input type="checkbox"/> Individual or team-based learning about structural racism and diversity, equity, and inclusion is required for all staff <input type="checkbox"/> Mobility Advocate and/or leadership have a plan for hosting discussions among staff, examining past and current policies, and undertaking a shared analysis about race and racial inequity with staff 	
Knowledge of the skills and capacity necessary for data gathering and analysis	<ul style="list-style-type: none"> <input type="checkbox"/> Mobility Advocate and/or leadership understand the tenets of data quality and what capacity is necessary for assessing the quality of any supplemental data collected <input type="checkbox"/> Mobility Advocate and/or leadership understand the importance of secure data storage infrastructure and protocols, as well as analysis software <input type="checkbox"/> Mobility Advocate and/or leadership has identified possible funds for training, recruiting, or dedicating staff with the technical skills to clean, integrate, or leverage supplemental data as needed <input type="checkbox"/> Mobility Advocate and/or leadership has considered the types of graphics and data visualizations that might be useful for communications 	
Dedicated resources for deep and	<ul style="list-style-type: none"> <input type="checkbox"/> Mobility Advocate and/or leadership have identified potential funding sources for hosting events and compensating community members and staff for their time 	

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meaningful community engagement	<ul style="list-style-type: none"> <input type="checkbox"/> Municipal staff have experience conducting deep and meaningful community engagement, or Mobility Advocate and/or leadership has considered how to develop that capacity among staff or identify an external partner with these skills. 	
A commitment to ongoing learning and improvement	<ul style="list-style-type: none"> <input type="checkbox"/> Executive leadership has explicitly committed to undergoing continuous evaluations and assessments related to the Mobility Action Planning process <input type="checkbox"/> Mobility Advocate has identified any existing evaluation protocols within local government <input type="checkbox"/> Mobility Advocate and/or leadership have identified staff and/or external partners with experience in evaluation, learning, and performance management 	