

#	Component Description	Example Evaluation Questions (Participant and organizational level)
<p><b>1. In order to effectively work with Latin@ communities, community based organizations must aim for a deep understanding of the community they serve.</b></p>		
<p>1.1</p>	<p>Organization represents Latin@s different life experiences, which shapes our worldview in unique ways including: gender identity, generational status, religion, biculturalism, indigenous heritage, etc.</p>	<p><b>Participant Level:</b></p> <ul style="list-style-type: none"> <li>• Do program participants feel their diverse worldviews are considered by the staff?</li> <li>• Are program participants asked about their lived experiences (occupation, hobbies, their likes, dislikes, etc.) more than just their experience with violence?</li> </ul> <p><b>Organizational Level:</b></p> <ul style="list-style-type: none"> <li>• Does the organization have policies that respect the rights of the unique experience of Latin@s (e.g., a language access plan in place for non-English speakers, bilingual staff, etc.)?</li> </ul>
<p>1.2</p>	<p>Organization acknowledges the multiple and intersecting cultures of participants (e.g. Trans culture, deaf culture, biculturalism, transnational, migrant cultures, etc.).</p>	<p><b>Participant Level:</b></p> <ul style="list-style-type: none"> <li>• Do program participants feel they can express their different cultures and identities?</li> <li>• Do participants have the opportunity to talk about the many identities they identify with (e.g. religion, gender identity, etc.)?</li> </ul> <p><b>Organizational Level:</b></p> <ul style="list-style-type: none"> <li>• Does the organization offer different programs that address the diverse needs of Latin@ subgroups (e.g., Latina youth, Trans Latinas, etc.)?</li> <li>• Do the organizational policies promote a culture of respect and inclusiveness towards diverse lifestyles and experiences?</li> </ul>

1.3	Organization defines family broadly to include diverse of family structures (e.g. chosen families, mixed documentation statuses, extended kin, and transnational families, etc.).	<p><b>Participant Level:</b></p> <ul style="list-style-type: none"> <li>• Do program participants feel like they can bring anyone who they consider to be family, into the organization for support?</li> <li>• Have these family members been treated with respect and dignity while at the organization?</li> </ul> <p><b>Organizational Level:</b></p> <ul style="list-style-type: none"> <li>• Do the organization’s policies reflect a broad definition of family?</li> </ul>
<p><b>2. Organizations tailor their activities to reflect the realities of their participants and aim to meet the needs of the whole person.</b></p>		
2.1	Organizations incorporate Latin@ cultural worldviews including the importance of family, the value of children, and the power of sharing their stories in their native language.	<p><b>Participant Level:</b></p> <ul style="list-style-type: none"> <li>• Are program piloted with Latin@s?</li> <li>• How is participant feedback used to implement the program?</li> <li>• How is participant feedback used to improve the program?</li> </ul> <p><b>Organizational Level:</b></p> <ul style="list-style-type: none"> <li>• Does the organization provide opportunities for the entire family, including children to participate?</li> <li>• Does the organization have a language access plan?</li> <li>• How do program activities reflect the needs of Latin@s?</li> <li>• How do program activities honor or value the cultural worldviews of Latin@s?</li> </ul>
2.2	Organization addresses intersecting issues present in Latin@s lives.	<p><b>Participant Level:</b></p> <ul style="list-style-type: none"> <li>• Does the program address/support the many identities of Latino clients (e.g. student, caretaker, employee, employer, etc.)?</li> </ul> <p><b>Organizational Level:</b></p> <ul style="list-style-type: none"> <li>• Does the organization offer a wide array of services, resources and referrals that help Latino clients’ address their whole self?</li> </ul>

2.3	Organization deeply understands the lived realities of the people whom they work with.	<p><b>Participant Level:</b></p> <ul style="list-style-type: none"> <li>Does the program tailor activities to reflect the realities of their participants?</li> </ul> <p><b>Organizational Level:</b></p> <ul style="list-style-type: none"> <li>Does the organization offer a wide array of services, resources and referrals that address the various needs clients may have (e.g. access to food, sliding scale fees, etc.)?</li> </ul>
<p><b>3. Organizations work towards the collective healing of communities.</b></p>		
3.1	Organization promotes collective and community healing.	<p><b>Participant Level:</b></p> <ul style="list-style-type: none"> <li>How are individuals supported in sharing their stories of trauma and healing?</li> <li>What steps do staff take to ensure comfort and confidentiality for participants to engage in collective and community healing?</li> </ul> <p><b>Organizational Level:</b></p> <ul style="list-style-type: none"> <li>How do the programs support the acknowledgement and healing of communities that have experienced trauma?</li> <li>What changes can improve the organization's efforts to promote community healing?</li> <li>What else can the organization do to promote community healing?</li> </ul>
3.2	Organization understands that all oppressions are interrelated and work to change other systems for which the community interacts (e.g. immigration, child protective services, healthcare, etc.).	<p><b>Participant Level:</b></p> <ul style="list-style-type: none"> <li>Do program participants feel comfortable in their interactions with staff?</li> <li>Do program participants feel that staff understands their experiences with trauma without having to disclose details of what they have been through?</li> </ul> <p><b>Organizational Level:</b></p> <ul style="list-style-type: none"> <li>Does the organization implement a trauma informed, culturally-specific philosophy in each program?</li> <li>Do programs and the policies reflect the four tenets of trauma informed care—safety, emotional management, acknowledgement of loss, future planning?</li> </ul>

3.3	Organization understands that all oppressions are interrelated and work to change other systems for which the community interacts (e.g. immigration, child protective services, healthcare, etc.).	<p><b>Participant Level:</b></p> <ul style="list-style-type: none"> <li>• What are some examples that the organization advocates for issues beyond violence/trauma affecting communities?</li> <li>• Does the participant feel that the organization advocates for them in other systems (e.g., child protective services)?</li> </ul> <p><b>Organizational Level:</b></p> <ul style="list-style-type: none"> <li>• Do staff and/or board actively work to build collaborative relationships with other organizations?</li> <li>• Does the organization work with other organizations outside of violence (e.g., immigrant rights, LGBTQ advocacy, reproductive justice, etc.)?</li> </ul>
<b>4. Alternative spaces are created that build on the cultural strengths of Latin@ communities.</b>		
4.1	Organization provides spaces where Latin@ culture is positively represented and where they are encouraged to follow their traditions.	<p><b>Participant Level:</b></p> <ul style="list-style-type: none"> <li>• How do participants feel their culture is portrayed within the organization?</li> <li>• How comfortable do program participants feel coming into and accessing services at the organization?</li> </ul> <p><b>Organizational Level:</b></p> <ul style="list-style-type: none"> <li>• How does the physical design of the organization (front entrance, artwork, seating arrangement, placement of staff, foods served, etc.) promote Latin@ culture in a positive light?</li> <li>• How do the organizational policies promote inclusion?</li> </ul>
4.2	Organization leadership reflects members from the Latin@ community.	<p><b>Participant Level:</b></p> <ul style="list-style-type: none"> <li>• Staff, board, and/or volunteers include members of Latino communities?</li> </ul> <p><b>Organizational Level:</b></p> <ul style="list-style-type: none"> <li>• Staff, board, and/or volunteers include members of Latino communities?</li> <li>• Latinos are included in all organizational levels of the organization (outreach, management, executive, and/or board)?</li> </ul>

<b>5. Promote an organization of collaboration and minimal hierarchical structures in which participants and/or communities have equal voice with staff to shape program activities.</b>		
5.1	Organization engages community and participants to shape their organization and programming.	<p><b>Participant Level:</b></p> <ul style="list-style-type: none"> <li>• What are some ways participant feedback is included in improving programs?</li> <li>• What are some ways participant feedback is used to improve the organization?</li> </ul> <p><b>Organizational Level:</b></p> <ul style="list-style-type: none"> <li>• What feedback procedures has the organization developed to solicit client and/or community feedback?</li> <li>• How often is client and/or community feedback solicited?</li> </ul>
5.2	The organization engages in self-reflection on community engagement process.	<p><b>Participant Level:</b> N/A</p> <p><b>Organizational Level:</b></p> <ul style="list-style-type: none"> <li>• What procedures do programs, departments and/or the board engage in to reflect on their own community engagement efforts?</li> <li>• How often do programs, departments and/or the board engage in reflection activities?</li> </ul>
<b>6. Prioritize safety and trust.</b>		
6.1	Ensure that organizations are a safe place away from discrimination and immigration policy enforcement.	<p><b>Participant Level:</b></p> <ul style="list-style-type: none"> <li>• Do participants feel they can participate in program activities without fear of being arrested?</li> </ul> <p><b>Organizational Level:</b></p> <ul style="list-style-type: none"> <li>• Does this organization provides services without regard to citizenship status?</li> </ul>

<p>6.2</p>	<p>The pace at which participants' progress through a program should reflect their timing (not ours) in order to enhance building trust and enhance safety.</p>	<p><b>Participant Level:</b></p> <ul style="list-style-type: none"> <li>• Does the program offer participants support and resources based on their individual pace?</li> <li>• Do the activities and resources match the participant needs based on their own pace of healing?</li> </ul> <p><b>Organizational Level:</b></p> <ul style="list-style-type: none"> <li>• Are programs developed using a trauma informed approach?</li> <li>• How is individual progress assessed through a program?</li> <li>• Do programs foster flexible goal attainment so participants can progress to outcomes at their own pace?</li> </ul>
<p>6.3</p>	<p>Organization follows the collective culture by collaborating with other organizations that are safe and are trusted because resources are limited for any one organization.</p>	<p><b>Participant Level:</b></p> <ul style="list-style-type: none"> <li>• Does the organization refer program participants to other organizations for services?</li> <li>• What types of referral services are offered (e.g. food pantry, jobs training, etc.)?</li> <li>• What, if any, additional referrals should be offered?</li> </ul> <p><b>Organizational Level:</b></p> <ul style="list-style-type: none"> <li>• What types of referrals services does the organization provide (e.g. food pantry, jobs training, etc.)?</li> <li>• Who are the referral partners?</li> <li>• What, if any, additional referrals should be offered?</li> <li>• Who else should the organization partner with?</li> </ul>