## Sample Evaluation Questions

<table>
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<tr>
<th>#</th>
<th>Component Description</th>
<th>Example Evaluation Questions (Participant and organizational level)</th>
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<tbody>
<tr>
<td>1.</td>
<td>In order to effectively work with Latin@ communities, community based organizations must aim for a deep understanding of the community they serve.</td>
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</table>
| 1.1 | Organization represents Latin@s different life experiences, which shapes our worldview in unique ways including: gender identity, generational status, religion, biculturalism, indigenous heritage, etc. | **Participant Level:**  
- Do program participants feel their diverse worldviews are considered by the staff?  
- Are program participants asked about their lived experiences (occupation, hobbies, their likes, dislikes, etc.) more than just their experience with violence?  

**Organizational Level:**  
- 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.)? |
| 1.2 | Organization acknowledges the multiple and intersecting cultures of participants (e.g. Trans culture, deaf culture, biculturalism, transnational, migrant cultures, etc.). | **Participant Level:**  
- Do program participants feel they can express their different cultures and identities?  
- Do participants have the opportunity to talk about the many identities they identify with (e.g. religion, gender identity, etc.)?  

**Organizational Level:**  
- Does the organization offer different programs that address the diverse needs of Latin@ subgroups (e.g., Latina youth, Trans Latinas, etc.)?  
- Do the organizational policies promote a culture of respect and inclusiveness towards diverse lifestyles and experiences? |
### 1.3 Organization defines family broadly to include diverse family structures (e.g. chosen families, mixed documentation statuses, extended kin, and transnational families, etc.).

**Participant Level:**
- Do program participants feel like they can bring anyone who they consider to be family, into the organization for support?
- Have these family members been treated with respect and dignity while at the organization?

**Organizational Level:**
- Do the organization’s policies reflect a broad definition of family?

### 2. Organizations tailor their activities to reflect the realities of their participants and aim to meet the needs of the whole person.

#### 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.

**Participant Level:**
- Are program piloted with Latin@s?
- How is participant feedback used to implement the program?
- How is participant feedback used to improve the program?

**Organizational Level:**
- Does the organization provide opportunities for the entire family, including children to participate?
- Does the organization have a language access plan?
- How do program activities reflect the needs of Latin@s?
- How do program activities honor or value the cultural worldviews of Latin@s?

#### 2.2 Organization addresses intersecting issues present in Latin@’s lives.

**Participant Level:**
- Does the program address/support the many identities of Latino clients (e.g. student, caretaker, employee, employer, etc.)?

**Organizational Level:**
- Does the organization offer a wide array of services, resources and referrals that help Latino clients’ address their whole self?
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### 2.3 Organization deeply understands the lived realities of the people whom they work with.

**Participant Level:**
- Does the program tailor activities to reflect the realities of their participants?

**Organizational Level:**
- 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.)?

### 3. Organizations work towards the collective healing of communities.

#### 3.1 Organization promotes collective and community healing.

**Participant Level:**
- How are individuals supported in sharing their stories of trauma and healing?
- What steps do staff take to ensure comfort and confidentiality for participants to engage in collective and community healing?

**Organizational Level:**
- How do the programs support the acknowledgement and healing of communities that have experienced trauma?
- What changes can improve the organization’s efforts to promote community healing?
- What else can the organization do to promote community healing?

#### 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.).

**Participant Level:**
- Do program participants feel comfortable in their interactions with staff?
- Do program participants feel that staff understands their experiences with trauma without having to disclose details of what they have been through?

**Organizational Level:**
- Does the organization implement a trauma informed, culturally-specific philosophy in each program?
- Do programs and the policies reflect the four tenets of trauma informed care—safety, emotional management, acknowledgement of loss, future planning?
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| 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.). | **Participant Level:**
| | | • What are some examples that the organization advocates for issues beyond violence/trauma affecting communities?
| | | • Does the participant feel that the organization advocates for them in other systems (e.g., child protective services)?
| | | **Organizational Level:**
| | | • Do staff and/or board actively work to build collaborative relationships with other organizations?
| | | • Does the organization work with other organizations outside of violence (e.g., immigrant rights, LGBTQ advocacy, reproductive justice, etc.)?
| 4. Alternative spaces are created that build on the cultural strengths of Latin@ communities. | **Participant Level:**
| 4.1 | Organization provides spaces where Latin@ culture is positively represented and where they are encouraged to follow their traditions. | **Participant Level:**
| | | • How do participants feel their culture is portrayed within the organization?
| | | • How comfortable do program participants feel coming into and accessing services at the organization?
| | | **Organizational Level:**
| | | • 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?
| | | • How do the organizational policies promote inclusion?
| 4.2 | Organization leadership reflects members from the Latin@ community. | **Participant Level:**
| | | • Staff, board, and/or volunteers include members of Latino communities?
| | | **Organizational Level:**
| | | • Staff, board, and/or volunteers include members of Latino communities?
| | | • Latinos are included in all organizational levels of the organization (outreach, management, executive, and/or board)?

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| 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. | Organization engages community and participants to shape their organization and programming. | Participant Level:  
• What are some ways participant feedback is included in improving programs?  
• What are some ways participant feedback is used to improve the organization?  
Organizational Level:  
• What feedback procedures has the organization developed to solicit client and/or community feedback?  
• How often is client and/or community feedback solicited? |
| 5.2 The organization engages in self-reflection on community engagement process. | Participant Level: N/A  
Organizational Level:  
• What procedures do programs, departments and/or the board engage in to reflect on their own community engagement efforts?  
• How often do programs, departments and/or the board engage in reflection activities? |
| 6. Prioritize safety and trust. | Ensure that organizations are a safe place away from discrimination and immigration policy enforcement. | Participant Level:  
• Do participants feel they can participate in program activities without fear of being arrested?  
Organizational Level:  
• Does this organization provides services without regard to citizenship status? |
### Sample Evaluation Questions

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<tr>
<th>6.2</th>
<th>The pace at which participants’ progress through a program should reflect their timing (not ours) in order to enhance building trust and enhance safety.</th>
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|     | **Participant Level:**  
|     | • Does the program offer participants support and resources based on their individual pace?  
|     | • Do the activities and resources match the participant needs based on their own pace of healing?  
|     | **Organizational Level:**  
|     | • Are programs developed using a trauma informed approach?  
|     | • How is individual progress assessed through a program?  
|     | • Do programs foster flexible goal attainment so participants can progress to outcomes at their own pace? |

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<tr>
<th>6.3</th>
<th>Organization follows the collective culture by collaborating with other organizations that are safe and are trusted because resources are limited for any one organization.</th>
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|     | **Participant Level:**  
|     | • Does the organization refer program participants to other organizations for services?  
|     | • What types of referral services are offered (e.g. food pantry, jobs training, etc.)?  
|     | • What, if any, additional referrals should be offered?  
|     | **Organizational Level:**  
|     | • What types of referrals services does the organization provide (e.g. food pantry, jobs training, etc.)?  
|     | • Who are the referral partners?  
|     | • What, if any, additional referrals should be offered?  
|     | • Who else should the organization partner with? |