

# DIVERSITY, EQUITY, INCLUSION & BELONGING ASSESSMENT

## Instructions

This is a two-part assessment; Self-Assessment & Workplace Assessment. Both will be scored separately. The self-assessment provides you with an opportunity to reflect on your awareness, attitudes, and actions related to issues of identity, privilege, and discrimination. This workplace assessment serves as a tool for organizations to evaluate their current practices and initiatives related to diversity and inclusion. Both assessments can help you or your organization gain insights into the strengths and areas for improvement in creating inclusive workplaces where every individual feels valued and empowered. Please be honest.

Answer the below questions with the 5-point scale and choose the rating you agree with most for each question. Calculate your total score.

### PART ONE: SELF-ASSESSMENT

Score the following topics on how well you understand them and how comfortable you would be teaching the concept to others:

1. Diversity VS Inclusion

|                    |                         |           |                          |                        |
|--------------------|-------------------------|-----------|--------------------------|------------------------|
| 1 No Understanding | 2 Limited Understanding | 3 Neutral | 4 Adequate Understanding | 5 Strong Understanding |
|--------------------|-------------------------|-----------|--------------------------|------------------------|

2. Intersectionality

|                    |                         |           |                          |                        |
|--------------------|-------------------------|-----------|--------------------------|------------------------|
| 1 No Understanding | 2 Limited Understanding | 3 Neutral | 4 Adequate Understanding | 5 Strong Understanding |
|--------------------|-------------------------|-----------|--------------------------|------------------------|

3. Work Microaggressions

|                    |                         |           |                          |                        |
|--------------------|-------------------------|-----------|--------------------------|------------------------|
| 1 No Understanding | 2 Limited Understanding | 3 Neutral | 4 Adequate Understanding | 5 Strong Understanding |
|--------------------|-------------------------|-----------|--------------------------|------------------------|

4. Sexual Orientation VS Gender Identity

|                    |                         |           |                          |                        |
|--------------------|-------------------------|-----------|--------------------------|------------------------|
| 1 No Understanding | 2 Limited Understanding | 3 Neutral | 4 Adequate Understanding | 5 Strong Understanding |
|--------------------|-------------------------|-----------|--------------------------|------------------------|

5. Racism

|                    |                         |           |                          |                        |
|--------------------|-------------------------|-----------|--------------------------|------------------------|
| 1 No Understanding | 2 Limited Understanding | 3 Neutral | 4 Adequate Understanding | 5 Strong Understanding |
|--------------------|-------------------------|-----------|--------------------------|------------------------|

6. Disability Awareness

|                    |                         |           |                          |                        |
|--------------------|-------------------------|-----------|--------------------------|------------------------|
| 1 No Understanding | 2 Limited Understanding | 3 Neutral | 4 Adequate Understanding | 5 Strong Understanding |
|--------------------|-------------------------|-----------|--------------------------|------------------------|

7. Bystander Intervention

|                    |                         |           |                          |                        |
|--------------------|-------------------------|-----------|--------------------------|------------------------|
| 1 No Understanding | 2 Limited Understanding | 3 Neutral | 4 Adequate Understanding | 5 Strong Understanding |
|--------------------|-------------------------|-----------|--------------------------|------------------------|

8. Generational Diversity

|                    |                         |           |                          |                        |
|--------------------|-------------------------|-----------|--------------------------|------------------------|
| 1 No Understanding | 2 Limited Understanding | 3 Neutral | 4 Adequate Understanding | 5 Strong Understanding |
|--------------------|-------------------------|-----------|--------------------------|------------------------|

9. Unconscious Bias

|                    |                         |           |                          |                        |
|--------------------|-------------------------|-----------|--------------------------|------------------------|
| 1 No Understanding | 2 Limited Understanding | 3 Neutral | 4 Adequate Understanding | 5 Strong Understanding |
|--------------------|-------------------------|-----------|--------------------------|------------------------|

10. Intentional Inclusion

|                    |                         |           |                          |                        |
|--------------------|-------------------------|-----------|--------------------------|------------------------|
| 1 No Understanding | 2 Limited Understanding | 3 Neutral | 4 Adequate Understanding | 5 Strong Understanding |
|--------------------|-------------------------|-----------|--------------------------|------------------------|

# DIVERSITY, EQUITY, INCLUSION & BELONGING ASSESSMENT

## CONT. PART ONE: SELF-ASSESSMENT

Answer the below questions with the 5-point scale and choose the rating you agree with most for each question. Add to your score from above.

11. I make tangible efforts to learn about how to better foster positive environments where all individuals can feel a sense of belonging and inclusion.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

12. I feel equipped to speak up against discriminatory attitudes and behavior towards individuals when I observe them occurring in a group setting.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

13. I collaborate with people across different identities and roles to disrupt inequities in my work setting.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

## Answer Key

Calculate your total score from the questions above and find the corresponding category.

### Score: 50-65: Belonging Champion

Your strong understanding and comfort with diversity and inclusion concepts are impressive! Your leadership inspires others. Keep championing inclusion and continue to be a beacon of positive change.

Tips to Improve:

1. Stay Updated: Keep learning about new diversity and inclusion issues.
2. Mentor: Share your knowledge with others.
3. Advocate: Influence policies for greater inclusivity.

### Score: 30-49: Equity Advocate

You have a good grasp of diversity and inclusion concepts and are making meaningful efforts. Your journey is commendable. Each step forward makes a difference!

Tips to Improve:

1. Deepen Knowledge: Focus on areas where you need more understanding.
2. Join Groups: Participate in diversity-focused groups.
3. Seek Feedback: Get constructive feedback to grow.

### Score: Less than 29: Inclusion Initiator

Keep Going! You're starting an important journey in understanding diversity and inclusion. Recognizing the need for growth is crucial. Every effort counts. Your willingness to learn will lead to positive change.

Tips to Improve:

1. Educate Yourself: Use books, courses, and workshops.
2. Engage Diversely: Interact with different backgrounds.
3. Train: Join diversity and inclusion training sessions.
4. Find a Mentor: Seek guidance from experienced individuals.

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## PART TWO: WORKPLACE ASSESSMENT

Answer the below questions with the 5-point scale and choose the rating you agree with most for each question. Keep this score separate from above.

1. We have an official definition and shared understanding of diversity, inclusion, and cultural competence.

1 No Understanding   2 Limited Understanding   3 Neutral   4 Adequate Understanding   5 Strong Understanding

2. We have a diversity, inclusion, and nondiscrimination policy.

1 No Understanding   2 Limited Understanding   3 Neutral   4 Adequate Understanding   5 Strong Understanding

3. We have a diversity/inclusion individual or committee responsible for ensuring the organization is reaching out to diverse communities.

1 No Understanding   2 Limited Understanding   3 Neutral   4 Adequate Understanding   5 Strong Understanding

4. We make diversity and inclusion a core value and goal for our organization that are tied to the business objectives and strategic goals.

1 No Understanding   2 Limited Understanding   3 Neutral   4 Adequate Understanding   5 Strong Understanding

5. We conduct at least one diversity and inclusion training session annually for staff/employees.

1 No Understanding   2 Limited Understanding   3 Neutral   4 Adequate Understanding   5 Strong Understanding

6. We have recruited and/or hired individuals from diverse backgrounds (race/ethnicity, disability, sexual orientation, and so forth) whose knowledge, lived experience and values promote diversity and inclusion in the workplace.

1 No Understanding   2 Limited Understanding   3 Neutral   4 Adequate Understanding   5 Strong Understanding

7. We have included diversity/inclusion goals and deliverables in our strategic plan (e.g., require all hiring managers to undergo diversity hiring training).

1 No Understanding   2 Limited Understanding   3 Neutral   4 Adequate Understanding   5 Strong Understanding

8. We have spent time and energy to learn about the qualities and attributes of the various groups in our organization.

1 No Understanding   2 Limited Understanding   3 Neutral   4 Adequate Understanding   5 Strong Understanding

9. We actively seek feedback from employees on diversity and inclusion initiatives and use that feedback to improve our practices.

1 No Understanding   2 Limited Understanding   3 Neutral   4 Adequate Understanding   5 Strong Understanding

10. We regularly assess and review our diversity and inclusion efforts to identify areas for improvement and ensure alignment with organizational goals.

1 No Understanding   2 Limited Understanding   3 Neutral   4 Adequate Understanding   5 Strong Understanding

## Answer Key

*Calculate your total score from the questions above and find the corresponding category.*

### **Score: 35-50: Culture Shaper**

Your organization has demonstrated a strong commitment to diversity, inclusion, and cultural competence. You have established clear definitions and policies, appointed dedicated individuals or committees, and integrated diversity and inclusion into your core values and strategic goals. By conducting regular training sessions, implementing diverse recruitment practices, and including diversity goals in your strategic plan, you have created a foundation for fostering an inclusive workplace culture. While your organization is excelling in many areas, it's essential to ensure that diversity and inclusion efforts are continuously evolving. Consider exploring ways to further embed diversity and inclusion into every aspect of your organization's operations and culture. Look for opportunities to collaborate with external stakeholders and communities to broaden your impact and deepen your understanding. Keep pushing the boundaries to create a workplace where every individual feels valued and respected.

### **Score: 16-34: Equity Builder**

While your organization has established foundational elements such as definitions, policies, or training sessions, there's room to strengthen your efforts. Consider appointing a dedicated individual or committee to oversee diversity and inclusion initiatives more effectively. Additionally, ensure that diversity goals are actively integrated into your strategic plan and organizational practices. Take proactive steps to keep enhancing your organization's diversity and inclusion efforts. Invest in comprehensive training and education programs to raise awareness and understanding among your staff. Expand your recruitment strategies to attract talent from diverse backgrounds and ensure that your workplace reflects the communities you serve. Actively seek feedback from employees and stakeholders to identify blind spots and areas for improvement. Commit to ongoing assessment and review of your diversity and inclusion efforts to drive meaningful change.

### **Score: Less than 16: Inclusion Explorer**

Your organization's low score on this assessment highlights significant gaps in your commitment to diversity, inclusion, and cultural competence. It's essential to recognize the urgency of addressing these issues and take immediate action to rectify the situation. Without a strong foundation in diversity and inclusion, your organization risks perpetuating systemic inequalities and missing out on the benefits of a diverse workforce. Prioritize diversity and inclusion as critical components of your organizational culture and strategic priorities. Start by establishing clear definitions, policies, and accountability mechanisms to ensure that diversity and inclusion are not just buzzwords but guiding principles. Invest in comprehensive training and education for your staff to foster understanding and empathy. Expand your recruitment efforts to attract talent from diverse backgrounds and actively create an inclusive workplace environment where every individual feels valued and respected. Commit to ongoing assessment and review of your efforts to drive continuous improvement and ensure alignment with your organizational goals.