

Intentional Organizational Diversity & Inclusion Efforts Assessment Tool

Diversity and Inclusion Activities	Pre- Assessment	Post- Assessment
Overarching activities		
D&I is tied to organizational mission/vision		
D&I discussions are tied to professional oath		
Collection of demographic data		
Data collection uses best practices for inclusive language & methodologies		
D&I are permanent components of strategic planning		
All programming is expected to have D&I considerations		
Leadership training includes D&I Content		
Leadership Development includes targeted recruitment		
The organization has D&I champions (member & staff)		
Organizational climate is regularly assessed with adjustments being made to move toward constant improvement		
Other clearly defined efforts:		
Participation Barrier Scans		
Examination of hidden process for leadership ascension		
Selection methodology for participation on committees/task forces		
Selection methodology for leadership training/selection		
Other activities:		
New Programming/Initiative Assessment		
Is there an obvious D&I element?		
Is there a less obvious D&I element?		
How might a D&I element be infused into any proposed program/initiative?		
Other activities:		
Communication, Publications & Images		
Prepared comments reference the importance of diversity and inclusion whenever appropriate.		
Have organizational publications undergone a “diversity review” prior to public release?		
Is language inclusive?		
Is language about diversity and inclusion evidence based?		

Do images reflect existing and aspirational organizational/professional diversity?		
Does the collection of available stock photos include diverse images?		
Is there a contingency in place to secure the photos necessary to develop a robust collection of photos?		
Other activities:		
Crisis Communications		
D&I related responses should be mission focused and evidence based.		
Admit fault, if necessary, with no hedging.		
Outline plan to get it right with D&I in the future		
Other activities:		