

PERSONAL

SELF ASSESSMENT

READ THE PROMPTS BELOW AND THINK ABOUT THE FIRST THING THAT COMES TO MIND. FILL YOUR ANSWERS OUT IN THE BLANK BOXES OR CIRCLE YOUR ANSWERS.

PERSPECTIVE

I HAVE SPENT EXTENSIVE TIME EDUCATING MYSELF ABOUT THE CHALLENGES FACED BY MARGINALIZED/HISTORICALLY EXCLUDED COMMUNITIES. THESE INCLUDE: (MAKE A QUICK LIST)	
THERE IS ONE SPECIFIC ASPECT OF DEI THAT IS INVIGORATING TO ME. THIS IS:	
MY INTEREST FOR DEI STEMS FROM MY PERSONAL EXPERIENCES AND/OR THOSE OF PEOPLE IN MY COMMUNITY.	TRUE/FALSE
I SHARE MY PERSONAL BELIEFS AT WORK.	TRUE/FALSE
I HIDE MY PERSONAL BELIEFS AT WORK.	TRUE/FALSE
I FEEL MY ORGANIZATION SHARES MY PERSONAL BELIEFS.	TRUE/FALSE
I IDENTIFY AS SOMEONE FROM A HISTORICALLY MARGINALIZED/EXCLUDED COMMUNITY.	TRUE/FALSE



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POSITION

I AM AN INDIVIDUAL CONTRIBUTOR.	TRUE/FALSE
I AM A PEOPLE LEADER.	TRUE/FALSE
I AM A MEMBER OF EXECUTIVE LEADERSHIP (DIRECTOR OR HIGHER).	TRUE/FALSE
I AM A MEMBER OF AN EMPLOYEE RESOURCE GROUP IN MY ORGANIZATION.	TRUE/FALSE
I AM A LEADER OF AN EMPLOYEE RESOURCE GROUP IN MY ORGANIZATION.	TRUE/FALSE
I AM A MEMBER OF A DEI COUNCIL IN MY ORGANIZATION.	TRUE/FALSE
I FACILITATE OR LEAD A DEI COUNCIL IN MY ORGANIZATION.	TRUE/FALSE
I AM RESPONSIBLE FOR DEI WORK IN MY JOB DESCRIPTION.	TRUE/FALSE
I'M RESPONSIBLE FOR SETTING STRATEGY FOR A TEAM, DEPARTMENT, OR ORGANIZATION.	TRUE/FALSE



ORGANIZATION

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MY ORGANIZATION HAS FEWER THAN 100 EMPLOYEES	T/F
MY ORG HAS FEWER THAN 1000 EMPLOYEES	T/F
MY ORG HAS FEWER THAN 10,000 EMPLOYEES	T/F
MY ORG CELEBRATES/RECOGNIZES CULTURAL HOLIDAYS	T/F
MY ORG HAS EMPLOYEE RESOURCE GROUPS (ERGS)	T/F
MY ORG HAS ERGS THAT ARE 2+ YEARS OLD	T/F
I DO NOT KNOW IF MY ORG HAS ERGS	T/F
I WORK ON TEAMS WITH PEOPLE WHO ARE DIFFERENT RACE/ETHNICITY THAN ME	T/F
I WORK ON TEAMS WITH PEOPLE WHO ARE DISABLED	T/F
I WORK ON TEAMS WITH PEOPLE WHO ARE MEMBERS OF THE LGBTQ+ COMMUNITY	T/F
I WORK ON TEAMS WITH VETERANS	T/F
I DO NOT KNOW IF I WORK ON DIVERSE TEAMS	T/F
MY ORG PROVIDES SWAG/MATERIALS THE REPRESENT DIFFERENT COMMUNITIES	T/F



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I HEAR ABOUT DEI AT WORK ON A WEEKLY BASIS	T/F
I HEAR ABOUT DEI AT WORK ON A MONTHLY BASIS	T/F
I DO NOT HEAR ABOUT DEI AT WORK	T/F
THERE IS A PERSON AT WORK WHOSE JOB IS DEI	T/F
THERE IS A TEAM OF PEOPLE AT WORK WHOSE JOB IS DEI	T/F
OUR EXECUTIVE LEADERSHIP DEMONSTRATES COMMITMENT TO DEI	T/F
OUR EXECUTIVE LEADERSHIP IS VISIBLY DIVERSE	T/F
I HEAR FROM MY BOSS ABOUT DEI INITIATIVES	T/F
I HEAR FROM MY PEERS ABOUT DEI INITIATIVES	T/F
I HEAR FROM HR ABOUT DEI INITIATIVES	T/F
I CAN THINK OF A MAJOR ANNOUNCEMENT AT MY ORGANIZATION ABOUT A CHANGE DESIGNED TO CREATE MEANINGFUL INCLUSION IN THE LAST 12 MONTHS	T/F
MY ORGANIZATION PAYS TO SEND EMPLOYEES TO CONFERENCES/EVENTS DESIGNED TO SUPPORT THEIR COMMUNITY (WOMEN'S CONFERENCES, PRIDE PARADE, ETC)	T/F
I UNDERSTAND THE DEI STRATEGY FOR MY ORGANIZATION	T/F



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IT IS EASY TO FIND THE DEI STRATEGY FOR MY ORGANIZATION	T/F
DEI IS PART OF MY ORGANIZATION'S SUCCESSION PLANNING AND TALENT REVIEWS	T/F
I FEEL COMFORTABLE TO SHARE MY ETHNICITY, GENDER IDENTITY, SEXUAL ORIENTATION, CULTURAL BACKGROUND, DISABILITY STATUS, AND/OR VETERAN STATUS IN MY ORG	T/F
I FEEL I CAN BE MY WHOLE SELF AT WORK	T/F

