

# INCLUSIVE dubuque

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## Inclusive Dubuque’s Self-Assessment for Diversity, Equity and Inclusion (DEI)

Inclusive Dubuque’s Self-Assessment presents four action areas of policies and practices used by organizations to advance DEI. Inclusive Dubuque invites your organization to complete the assessment to: (1) capture your current situation, (2) spark conversations about DEI and what is possible, and (3) identify tangible action steps that will improve your organization’s effectiveness and strengthen its relevance in our increasingly diverse society. Please note: this assessment focuses on four dimensions of diversity (gender, race, sexual orientation and ability). You may also want to consider others as you complete this assessment (for example: age, religion, class, etc.)

<b>Step #1. Please circle the answer that best describes your organization: Y=Yes N=No</b>										
<b>1. Expressed commitment to DEI</b>	Gender		Race		LGBTQ		Disability			
a) Our vision, mission statement, and/or strategic plan includes an expressed commitment to opportunity on the basis of...	Y	N	Y	N	Y	N	Y	N		
<b>2. Authorization of DEI in organizational policy</b>	Gender		Race		LGBTQ		Disability			
a) We have a policy for leadership and staff diversity that covers...	Y	N	Y	N	Y	N	Y	N		
b) We have a policy for vendor diversity.									Y	N
c) We have a policy for asset investment that supports DEI									Y	N
<b>3. Implementation of DEI practices in operations</b>	Gender		Race		LGBTQ		Disability			
a) We actively engage diverse members of the leadership team and staff (e.g., distribute key assignments, capitalize on their strengths and networks).									Y	N
b) We work to build an increasingly diverse pipeline of potential leaders and staff members on the basis of...	Y	N	Y	N	Y	N	Y	N		
c) We work to expand the pipeline for greater diversity among vendors.									Y	N
d) We actively work to diversify our customers on the basis of...	Y	N	Y	N	Y	N	Y	N		
e) We have intentional processes for leadership, staff, and vendors to become DEI-informed and competent (e.g. orientations, training)									Y	N
f) Our payment processes accommodate recipients with limited cash flow.									Y	N
g) We systematically access the perspectives of diverse customers and partners in the areas of...	Y	N	Y	N	Y	N	Y	N		
h) We understand the ways in which inequities are produced and maintained on the basis of...	Y	N	Y	N	Y	N	Y	N		
i) We understand how the various dimensions of diversity intersect/interact.									Y	N

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<b>Step #1. (cont.) Please circle the answer that best describes your organization: Y=Yes N=No</b>										
	Gender		Race		LGBTQ		Disability			
j) We have specific investment strategies that address individual, institutional and structural barriers on the basis of...	Y	N	Y	N	Y	N	Y	N		
k) We use our organizational advocacy and our position in the community to advance DEI.									Y	N
<b>3. Use of accountability mechanisms to monitor DEI</b>	Gender		Race		LGBTQ		Disability			
a) We regularly collect, disaggregate and publish data on leadership, staff, vendor diversity									Y	N
b) We analyze data in (a) above to understand how to close gaps where disparities appear.									Y	N
c) We analyze all key operational decisions to determine their impact on the basis of...	Y	N	Y	N	Y	N	Y	N		
d) We analyze all key programmatic decisions to determine their impact on the basis of...	Y	N	Y	N	Y	N	Y	N		
e) We assess communications and products for appropriate messaging with regard to...	Y	N	Y	N	Y	N	Y	N		
f) We have mechanisms for staff accountability for DEI performance.									Y	N
g) We have mechanisms for senior management accountability for DEI performance.									Y	N
h) We have mechanisms for vendor accountability for DEI performance.									Y	N
i) We incorporate our DEI commitment into new staff/leadership/vendor orientation.									Y	N
<b>Step #2. Compile your DEI scores here.</b>	Of the 10 Gender items, how many are:  YES_____		Of the 10 Race items, how many are:  YES_____		Of the 10 LGBTQ items, how many are:  YES_____		Of the 10 Disability items, how many are:  YES_____		Of the 14 above items, how many are:  YES_____	
	NO_____		NO_____		NO_____		NO_____		NO_____	
<b>Step #3. Determine what actions you might take next to advance DEI within your organization.</b>	<p>Questions to guide next steps:</p> <ul style="list-style-type: none"> <li>• Across the four categories of diversity, where are you least strong?</li> <li>• Wherever you have circled No, this is an area where intentional action can advance DEI. Contact Inclusive Dubuque to learn about equity education opportunities that could help you advance in that specific area.</li> <li>• Of the four strategic arenas for action identified in the purple shaded areas, where are you the strongest? Consider sharing your actions with the Inclusive Dubuque network. What lessons did you learn in taking these actions to advance DEI? What difference has it made?</li> </ul>									