

# Diversity, Equity, and Inclusion (DEI) Self-Assessments

## **Conducting a Self-Assessment**

Before crafting a Diversity, Equity, and Inclusion (DEI) plan or policy, nonprofits might first conduct an organizational self-assessment. Self-assessments should include staff, volunteers, and stakeholders at varying levels of the organization; should focus on specific strengths and areas of growth; and should be conducted in an open, judgment-free environment.

By conducting a self-assessment, nonprofits can better understand what level of Diversity, Equity, and Inclusion the organization as a whole – and its leaders, staff, and volunteers – are exhibiting in:

- The mission, values, and goals of the organization
- Organizational policies, procedures, administration, and staffing
- Building workplace culture
- Program and/or service delivery
- Outreach, fundraising, and advocacy efforts
- Partnership building and maintenance

## **Sample DEI Self-Assessments**

An organization's leadership should review available assessments carefully to determine which one(s) are the best fit for your organization and its needs. The Standards for Excellence Institute's sample assessment tools look at an organization's Diversity, Equity, and Inclusion in terms of its strategic factors, accessibility, and policies and procedures. They provide a straightforward approach to reviewing current activity in these areas. An organization's leadership should review the assessments carefully to determine which one or which ones are the best fit for your organization and its needs. It is expected that the sample assessments in Attachments B, C, and D will provide a sample or basis for your organization to develop its own assessment.

## **Attachment D**

### **Sample Board of Directors Assessment**

#### Diversity, Equity, and Inclusion

The self-assessment in Attachment D is a simpler, shorter tool intended for board members who can provide input to the organization's DEI efforts but are not involved in the day-to-day operations of the organization. This tool was developed for an organization that sought 100% participation in the DEI assessment by the entire board, and questions were crafted to minimize board members checking "Don't Know" or "Not Applicable."

## Diversity, Equity, and Inclusion (DEI) Assessment for Board of Directors

**Please rate the following statements by checking the response that most closely matches your status.**

<b>Strategy</b>						
	<b>Strongly Agree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>N/A</b>
1. A high level of diversity, equity and inclusion (DEI) is important to our organization achieving its mission.						
2. Our organizational mission, vision and/or values demonstrate a commitment to DEI.						
3. Our organization's strategic plan includes goals or objectives related to strengthening our DEI practices.						
<b>Diversity</b>						
4. We can describe the demographics of the constituency we serve or the demographics of the region where we operate.						
5. Our board includes people with disabilities, different racial and cultural backgrounds, gender balance and diversity of age groups.						
6. Our board provides training, mentoring and partnership to support the participation of board members from diverse backgrounds.						
7. Our board encourages board and staff to discuss sensitive topics at work such as the impact of racism, sexism, xenophobia and societal tensions.						

<sup>1</sup>ADA (American Disabilities Act)