

These questions provide an initial assessment of your organization as it relates to inclusion, diversity, and equity (IDE). Answer honestly and be prepared to reflect on how those in your organization have responded and how that might inform the goals you have to create a more inclusive and equitable organization.

Simply respond agree/somewhat agree/disagree to the questions. For a deeper analysis, you may want to reflect on why you and others in your organization have responded as you have—and what that may mean for your IDE goals.

Organizational and Social Context

- 1) Our organization has assessed organizational displays (e.g., images, artwork) for their impact on diversity and inclusion.

Agree Agree Somewhat Disagree

- 2) Organizational displays are reflective of diversity in our organization.

Agree Agree Somewhat Disagree

- 3) The organization has removed or modified displays that have been perceived as discriminatory and/or offensive.

Agree Agree Somewhat Disagree

- 4) The organization has examined its own history and publicly acknowledged exclusionary practices in written documents and/or public displays.

Agree Agree Somewhat Disagree

- 5) Venues exist to discuss how current social, political, or community events have had an impact on diverse stakeholders in the organization.

Agree Agree Somewhat Disagree

Structures and Policies

- 1) The value of IDE is highlighted in the organization's mission and/or vision statement.

Agree Agree Somewhat Disagree

- 2) The organization has set measurable and attainable goals to expand diversity and inclusion.

Agree Agree Somewhat Disagree

3) IDE goals are fully incorporated into the organization's strategic plan.

Agree Agree Somewhat Disagree

4) Leadership regularly reports to organization about progress with regard to IDE goals.

Agree Agree Somewhat Disagree

5) The organization has allocated resources to support achieving its IDE goals.

Agree Agree Somewhat Disagree

6) Strategic planning for IDE incorporates a broad range of demographic groups and identities, including race, ethnicity, and gender.

Agree Agree Somewhat Disagree

7) There is an accountability structure that ensures progress toward organizational goals for IDE.

Agree Agree Somewhat Disagree

8) The organization has established performance incentives to achieve IDE goals.

Agree Agree Somewhat Disagree

9) The organization has integrated critical consciousness (beyond cultural competence) education into its curriculum.

Agree Agree Somewhat Disagree

10) IDE topics are fully integrated into the organization's curriculum.

Agree Agree Somewhat Disagree

11) The organization evaluates the curriculum on a regular basis to ensure that it is inclusive.

Agree Agree Somewhat Disagree

12) Organizational IDE climate data are regularly collected via surveys, focus groups, or other methods.

Agree Agree Somewhat Disagree

13) The organization leverages data on IDE climate during strategic planning process.

Agree Agree Somewhat Disagree

14) The organization has a plan to educate new and current stakeholders about the value and benefits of IDE.

Agree Agree Somewhat Disagree

15) The organization regularly sponsors events to encourage dialogue related to IDE.

Agree Agree Somewhat Disagree

16) The organization has established open venues for dialogue and feedback that are responsive to minoritized groups and their needs.

Agree Agree Somewhat Disagree

17) Members of the organization who engage successful IDE initiatives are rewarded and recognized by organizational leadership.

Agree Agree Somewhat Disagree

18) The organization has established awards/recognitions that celebrate contributions to diversity and inclusion.

Agree Agree Somewhat Disagree

19) The organization has policies in place to protect and support members from demographic groups and identities who are historically minoritized and underrepresented in the organization.

Agree Agree Somewhat Disagree

20) Faculty, staff, and students have a positive impression of policies that support members from demographic groups and identities who are historically minoritized and underrepresented in the organization.

Agree Agree Somewhat Disagree

Human Capital

- 1) The composition of organizational leadership reflects the diversity of the campus community (or unit, field, state, nation, etc.).
 Agree Agree Somewhat Disagree
- 2) The composition of faculty, staff, and students reflect the diversity of the campus community (or unit, field, state, nation, etc.).
 Agree Agree Somewhat Disagree
- 3) The organization has resources in place to support the advancement of diverse faculty.
 Agree Agree Somewhat Disagree
- 4) The organization has undertaken efforts to diversify its leadership.
 Agree Agree Somewhat Disagree
- 5) Organizational leaders serve as role models for a culture of IDE.
 Agree Agree Somewhat Disagree
- 6) The organization has programs in place to attract applicants from demographic groups and identities who are historically minoritized and underrepresented in the organization.
 Agree Agree Somewhat Disagree
- 7) Everyone in the organization is engaged in IDE work.
 Agree Agree Somewhat Disagree
- 8) The perceptions, attitudes, and experiences of faculty, staff, and students are valued and genuinely considered in decision making.
 Agree Agree Somewhat Disagree
- 9) The organization fosters research and teaching opportunities that support faculty from demographic groups and identities who are historically minoritized and underrepresented in the organization.
 Agree Agree Somewhat Disagree

10) The organization values a diversity of high-quality research and teaching experiences in the tenure and promotion processes.

Agree Agree Somewhat Disagree

11) The organization values and encourages community engaged research.

Agree Agree Somewhat Disagree

12) The organization supports the promotion of staff from demographic groups and identities who are historically minoritized and underrepresented in the organization.

Agree Agree Somewhat Disagree