HELPSIDE

DIVERSITY AND INCLUSION ASSESSMENT

Being a diverse company does not necessarily mean that you have a workforce that looks different. A diverse work environment is an environment where employees feel like the organization values and appreciates their unique experiences and background. The following assessment tool can be used to assist in calibrating your own and your team's assessment of your workplace diversity and inclusion.

1. Take the assessment below and record your results.

2. Have each member of your team take the assessment and share their results with you. Ask them to share their results anonymously if there are concerns.

3. Take time in your next team meeting to discuss the results and identify those areas that could benefit from diversity and inclusion initiatives.

4. As a team, brainstorm what can be done today to positively impact diversity and inclusion in your organization. Perhaps you do have a diverse team, but you haven't successfully communicated and celebrated that diversity. Think about ways you can improve.

Yes	No	**Check the response that is MOST reflective of you and your organization.**
		Does your mission statement include diversity?
		Do you include diversity as part of your new employee orientation?
		Has anyone on your team been involved with a small business startup before?
		Has anyone on your team worked at a non-profit?
		Has anyone on your team worked for a Fortune 500 corporation?
		Has anyone on your team grown up in a different state?
		Has anyone on your team grown up in a different country?
		I have felt discriminated against based on my gender, race or ethnicity, religion, ability or disability, sexual orientation, or socioeconomic status.
		Does anyone on your team have different religious beliefs?
		I have attended a religious or spiritual service that is not of my own religious and spiritual identity.
		Does anyone on your team place science above religion?
		Do any members of your team have different political views than you?
		I feel comfortable talking to others who have different political views than me.
		I have felt ashamed of myself because of my body, my intellect or education, or my family.
		Someone in my extended family (grandparents, aunts, uncles, cousins) lives in my house with my family.

		I have or someone in my family has a physical disability.
		I have a hidden disability (physical or learning).
		I have had to check "other" on forms that ask my race or ethnicity.
		Do any members of your team speak English as a second, not primary, language?
		I feel comfortable talking about race and ethnicity with people who are not of my race.
		I know someone who is lesbian, gay, bisexual or transgender.
		I feel comfortable talking about lesbian, gay, bisexual or transgender topics.
		Have any of your employees served in the military?
		Are any members of your senior leadership team women?
		Are members of your direct work team 10 years older or younger than you?
		Add up the total number of questions to which you answered "yes."

Diversity and Inclusion Assessment Results

20-25 Wow! You have a diverse company, can I come work for you?

15-19 You are on the right path. Consider ways that you can amp up your diversity efforts.

10-14 Your company would benefit from identifying ways to create a more diverse and inclusive work environment.

9-0 Your company is opportunity-rich for diversity. Don't hesitate to call us to consider ways to create a more diverse and inclusive work environment.