

Diversity and Inclusivity Organizational Self-Assessment Tool

The nonprofit sector plays a unique and critical role in our society, addressing the needs of a broad cross-section of people and places. Because of this, it is increasingly important that nonprofits seek to be inclusive and embrace diversity in all its forms to be responsive to the changing demographics of the larger society. By striving to be diverse and inclusive, a nonprofit strengthens its ability to achieve its mission by bringing together individuals with varied experiences, perspectives and skills.

To assist in assessing how a nonprofit is progressing in its journey towards diversity and inclusivity, the following tool is meant to facilitate a greater understanding of where an organization currently stands and spark conversations toward meaningful action steps.

This self-assessment tool is designed to be a starting point and organizations are encouraged to add or change items as makes sense. By using this tool, it is hoped that the nonprofit will gain greater insight around three key questions:

- Who is the community we serve?
- How do we as an organization reflect the community we serve?
- What are some action steps we can take to reduce any barriers to broader diversity and inclusivity?

Please note that actions taken by an employer to increase diversity and inclusivity may present legal compliance challenges and should therefore only be undertaken after seeking expert advice.

Suggested Instructions

The use of this assessment tool is not mandatory. There is no one way to use this tool. However, it tends to work best if one person acts as the lead in facilitating conversations within your nonprofit to complete the assessment. Often nonprofits will have the assessment process be part of a board committee's work and the lead person works closely with this group.

Although each question is structured to have a yes or no answer, the questions are meant to be a conversation starter more than anything. For this reason, there is an accompanying column for explanations to give more detail. Information dealing with protected classes (race, ethnicity, religion, etc.) should be maintained anonymous and confidential. It must be kept apart from employment records. Please consult your legal counsel if you have any questions regarding this.

When the assessment is complete, it is recommended that the full board of directors review it. This may be something you will want to share with staff, volunteers or other stakeholders as well, however, great care should be given to preventing sensitive information regarding individuals from being shared. Please do not return the assessment to the Council.

The Council is grateful to the YWCA of Minneapolis for developing this assessment.

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JR Anderson



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Global Encyclopedia of Public Administration, Public Policy, and Governance Ali Farazmand, 2023-04-05 This global encyclopedic work serves as a comprehensive collection of global scholarship regarding the vast fields of public administration public policy governance and management Written and edited by leading international scholars and practitioners this exhaustive resource covers all areas of the above fields and their numerous subfields of study In keeping with the multidisciplinary spirit of these fields and subfields the entries make use of various theoretical empirical analytical practical and methodological bases of knowledge Expanded and updated the second edition includes over a thousand of new entries representing the most current research in public administration public policy governance nonprofit and nongovernmental organizations and management covering such important sub areas as 1 organization theory behavior change and development 2 administrative theory and practice 3 Bureaucracy 4 public budgeting and financial management 5 public economy and public management 6 public personnel administration and labor management relations 7 crisis and emergency management 8 institutional theory and public administration 9 law and regulations 10 ethics and accountability 11 public governance and private governance 12 Nonprofit management and nongovernmental organizations 13 Social health and environmental policy areas 14 pandemic and crisis management 15 administrative and governance reforms 16 comparative public administration and governance 17 globalization and international issues 18 performance management 19 geographical areas of the world with country focused entries like Japan China Latin America Europe Asia Africa the Middle East Russia and Eastern Europe North America and 20 a lot more Relevant to professionals experts scholars general readers researchers policy makers and manger and students worldwide this work will serve as the most viable global reference source for those looking for an introduction and advance knowledge to the field Organizational Behavior and Change Joseph W. Weiss, 1996 This graduate level text uses the theme of change and the impact of change on an organization and its people There is extensive coverage of cross cultural diversity and ethics Contains the most up to date research It is lean on examples and heavier on current change research **Bulletin of the Atomic Scientists** ,1993-11 The Bulletin of the Atomic Scientists is the premier public resource on scientific and technological developments that impact global security Founded by Manhattan Project Scientists the Bulletin s iconic Doomsday Clock stimulates solutions for a safer world **Sociological Abstracts** ,2001 CSA Sociological Abstracts abstracts and indexes the international literature in sociology and related disciplines in the social and behavioral sciences The database provides abstracts of journal articles and citations to book reviews drawn from over 1 800 serials publications and also provides abstracts of books book chapters dissertations and conference papers Popular Mechanics ,2000-01 Popular Mechanics inspires instructs and influences readers to help them master the modern world Whether it s practical DIY home improvement tips gadgets and digital technology information on the newest cars or the latest breakthroughs in science PM is the ultimate guide to our high tech lifestyle New York

Magazine ,1995-01-30 New York magazine was born in 1968 after a run as an insert of the New York Herald Tribune and quickly made a place for itself as the trusted resource for readers across the country With award winning writing and photography covering everything from politics and food to theater and fashion the magazine s consistent mission has been to reflect back to its audience the energy and excitement of the city itself while celebrating New York as both a place and an idea

Los Angeles Magazine ,2006-02 Los Angeles magazine is a regional magazine of national stature Our combination of award winning feature writing investigative reporting service journalism and design covers the people lifestyle culture entertainment fashion art and architecture and news that define Southern California Started in the spring of 1961 Los Angeles magazine has been addressing the needs and interests of our region for 48 years The magazine continues to be the definitive resource for an affluent population that is intensely interested in a lifestyle that is uniquely Southern Californian

Indianapolis Monthly ,2001-12 Indianapolis Monthly is the Circle City s essential chronicle and guide an indispensable authority on what s new and what s news Through coverage of politics crime dining style business sports and arts and entertainment each issue offers compelling narrative stories and lively urbane coverage of Indy s cultural landscape

Subject Guide to Books in Print ,1996 *Balanced Diversity* Karen Ferris,ItSMF - The IT Service Management Forum,2011-11-07 Successfully embedding change is one of the biggest challenges faced by organisations This publication explores what is meant by organisational culture looks at the challenges faced by those trying to embed IT Service Management change and proposes the adoption of a new and innovative framework which provides a portfolio approach The framework can be used for strategic tactical and operational change of all sizes and complexity and covers what the challenges are the framework what is trying to be accomplished the portfolio approach commitment expectations building momentum and application Based on research by Dr Stephanie Bertels Lisa Papania and Daniel Papania for the Network for Business Sustainability www nbs net

How Cultural Diversity Impacts Both Organizational Behavior and Management Cheryl L. Hubbard,1998 **The Change Equation** J. Renae Norton,1997 The Change Equation shows how to tap into the power of the diversity already in your organization and turn it into a pluralistic workplace where change is not something to resist but something to embrace Organizational change agents business leaders human resource managers and anyone who wants to make his or her organization stronger and more competitive will find in this volume practical solutions that will help any forward looking organization thrive in the new economy PsycINFO Database Record c 2004 APA all rights reserved

Communication and Organizational Changemaking for Diversity, Equity, and Inclusion Bobbi J. Van Gilder,Jasmine T. Austin,Jacqueline S. Bruscella,2023-11-03 This book explores the opportunities challenges and effective approaches to organizational change regarding diversity equity inclusion and belonging Featuring application based case studies and practical guidelines for meaningful organizational change this book problematizes some of the current DEI initiatives in today s organizations It examines multiple forms of diversity e g race age and mental health from a variety of

perspectives e.g leadership and employee with case studies that demonstrate how changemaking efforts can be reimaged and implemented in better more nuanced and more sustainable ways to produce meaningful organizational change Through these case studies readers learn from organizations successes and failures in their attempts to implement DEI practices Each chapter concludes with explicit practical implications and or actionable recommendations for organizational changemaking This text will make an impactful addition to courses in communication and diversity or organizational communication change at the advanced undergraduate or graduate level and will be an essential guide for professionals wishing to lead change in their organizations

Workplace Chemistry Meg A. Bond,2007 The detailed history of a multi year effort to promote diversity in one organization
Custom Management and Organizational Behavior Essentials Planned Change and Continuous Improvement C Hapter Schermerhorn,1997-07-22 *Custom Management and Organizational Behavior Essentials Planned Change and Continuous Improvement* Schermerhorn,1997-07-22 **Rethinking Organizational**

Diversity, Equity, and Inclusion William J. Rothwell,Phillip L. Ealy,Jamie Campbell,2022-05-03 Research has shown that having a diverse organization only improves and enhances businesses Forbes and Time report that diversity is an 8 Billion a year investment However poorly implementing diversity programs have damaging effects on the organization and the very individuals these programs attempt to help Poorly implemented programs can cause peers and subordinates to question decisions and lose faith in leadership In addition it can cause even the most confident individuals to doubt their own skillset and qualifications Many organizations have turned to training to solve this complex issue Yet still other organizations have created and filled diversity and inclusion positions to tackle the issue The effects of these poorly implemented programs are highlighted during strenuous times such as the latest COVID 19 pandemic Marginalized people are more marginalized and resources and support do not reach everyone Tasks such as providing technical support conducting large group meetings or distributing work obligations without seeing employees on a daily basis becomes more challenging Complex problems cannot be solved with simple solutions Using organization development OD to develop a comprehensive change initiative can help This book outlines how properly conducting an OD change initiative can effectively increase an organization s diversity and inclusion it is grounded in research based literature on diversity and OD principles Many organizational leaders realize the key importance of diversity equity inclusion and multiculturalism in modern organizations It is only through such efforts can organizations thrive in a networked world where much work is done virtually and often across borders But a common scenario is that leaders recognizing the need for a diversity program will pick someone from the organization to launch it Perhaps the person identified for this challenge is in the HR department but has had no experience in launching diversity efforts or even in managing large scale long term organization wide change efforts But these are the challenges to be faced This book quickly identifies some reasons why diversity programs fail and how to avoid those failures The majority of the book highlights how to use OD to improve organization culture and processes to not only increase diversity and inclusion but

develop overall organization talent and prevent personal preferences and biases from hindering the selection of the best talent for positions *Diversity Training That Generates Real Change* James O Rodgers, Laura L Kangas, 2022-07-26 This complete guide to effective transformative diversity training provides an answer to the superficial check the box DEI efforts that are undermining the entire field DEI work is getting a bad reputation But that's because it's not being done right say veteran diversity consultants James O Rodgers and Laura Kangas Too many organizations are treating diversity training as a quick hit low cost check the box activity Effective diversity training involves behavioral change based on adult learning theory It is rigorous deeply personal experience based and if done well life changing Rodgers and Kangas offer a complete guide from design to implementation to results They show how to determine what specific tangible outcomes an organization wants before it starts link diversity training to overall organizational strategy help all participants forge an individual emotional connection to the training identify what skills a facilitator needs the right facilitator makes all the difference create memorable learning experiences not simply educational programs The authors goal is nothing less than to spark a worldwide revolution of informed practitioners employees and business leaders who will demand diversity training be given the same time resources and attention as any other critical enterprise initiative Reading group discussion guide available in book

Organizational Change Within a Cultural Context John Ogbor, 1990 **Evidence-Based Organizational Practices for Diversity, Inclusion, Belonging and Equity** Ludmila N. Praslova, 2023-10 Professionals seeking to cultivate diversity and inclusion at work will find that this book provides practical and evidence based strategies for supporting employees sense of belonging and mental health while addressing and preventing sexual harassment microaggressions and the motherhood penalty Researchers and students will appreciate that chapters in this collection focus on uncovering the causes of and finding solutions for exclusion and discrimination with the goal of creating vibrant workplaces where people can belong engage and be their most productive selves The authors offer practical solutions including improved training and onboarding programs management strategies for supporting neurodiversity creating inclusive cultures through intentional hospitality implementing systemic change ensuring psychological safety and developing inclusive and participatory leadership styles The importance of intersectionality the need to move beyond the limited and ineffective remedies toward systemic change and the role of inclusive leadership are recurrent themes across multiple contributions

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Table of Contents Custom Published Organizational Behav And Change Mang Diversity Cross Cult

1. Understanding the eBook Custom Published Organizational Behav And Change Mang Diversity Cross Cult
 - The Rise of Digital Reading Custom Published Organizational Behav And Change Mang Diversity Cross Cult
 - Advantages of eBooks Over Traditional Books
2. Identifying Custom Published Organizational Behav And Change Mang Diversity Cross Cult
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Custom Published Organizational Behav And Change Mang Diversity Cross Cult
 - User-Friendly Interface
4. Exploring eBook Recommendations from Custom Published Organizational Behav And Change Mang Diversity Cross Cult
 - Personalized Recommendations

- Custom Published Organizational Behav And Change Mang Diversity Cross Cult User Reviews and Ratings
- Custom Published Organizational Behav And Change Mang Diversity Cross Cult and Bestseller Lists
- 5. Accessing Custom Published Organizational Behav And Change Mang Diversity Cross Cult Free and Paid eBooks
 - Custom Published Organizational Behav And Change Mang Diversity Cross Cult Public Domain eBooks
 - Custom Published Organizational Behav And Change Mang Diversity Cross Cult eBook Subscription Services
 - Custom Published Organizational Behav And Change Mang Diversity Cross Cult Budget-Friendly Options
- 6. Navigating Custom Published Organizational Behav And Change Mang Diversity Cross Cult eBook Formats
 - ePub, PDF, MOBI, and More
 - Custom Published Organizational Behav And Change Mang Diversity Cross Cult Compatibility with Devices
 - Custom Published Organizational Behav And Change Mang Diversity Cross Cult Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Custom Published Organizational Behav And Change Mang Diversity Cross Cult
 - Highlighting and Note-Taking Custom Published Organizational Behav And Change Mang Diversity Cross Cult
 - Interactive Elements Custom Published Organizational Behav And Change Mang Diversity Cross Cult
- 8. Staying Engaged with Custom Published Organizational Behav And Change Mang Diversity Cross Cult
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Custom Published Organizational Behav And Change Mang Diversity Cross Cult
- 9. Balancing eBooks and Physical Books Custom Published Organizational Behav And Change Mang Diversity Cross Cult
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Custom Published Organizational Behav And Change Mang Diversity Cross Cult
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Custom Published Organizational Behav And Change Mang Diversity Cross Cult
 - Setting Reading Goals Custom Published Organizational Behav And Change Mang Diversity Cross Cult

- Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Custom Published Organizational Behav And Change Mang Diversity Cross Cult
 - Fact-Checking eBook Content of Custom Published Organizational Behav And Change Mang Diversity Cross Cult
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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