Organizational Inclusion, Diversity, Equity and Accessibility (IDEA)
Inventory/Assessment

The purpose of this self-assessment is to assist organizations in: (1) determining their current state in terms of programs that address IDEA and (2) identifying areas of opportunity for programs to advance IDEA programs.

1. IDEA is one of my organization's stated values and/or priority areas.

   o Yes (1 Pt)

   o No (0 Pt)

2. The primary objective of my organization's IDEA efforts is to:

   o Comply with legal requirements (1 Pt)

   o Enhance external reputation (1 Pt)

   o Attract and retain talent (1 Pt)

   o Respond to customer expectations (1 Pt)

   o Achieve business results (1 Pt)

   o None of the above (0 Pt)

3. My organization communicates to our IDEA programs to employees.

   o Yes (1 Pt)

   o No (0 Pt)

4. My organization publicly communicates information about its IDEA goals and/or values.

   o Yes (1 Pt)

   o No (0 Pt)

5. My organization publicly supports IDEA work.

   o Yes, in the following ways: _____ (1 Pt)

   o No (0 Pt)

6. My organization has created strategic rules and procedures or has common practices that accommodate employees' diverse needs on the following (please select all that apply):

   o My organization regularly evaluates its physical plant/operations for disability access (1 Pt)

   o My organization offers floating time off for employees to observe events of personal or religious significance (1 Pt)

   o My organization takes into account the different religious beliefs of employees when planning work or holiday-related events (1 Pt)

   o None of the above (0 Pt)

Thinking about the roles and responsibilities within your organization, select the answer that most closely applies…

7. Organization leaders communicate about the internal value of IDEA:

    o   Very infrequently or not at all (0 Pt)

    o   On an ad hoc basis (1 Pt)

    o   Whenever discussing the organization's business strategy and goals (2 Pts)

    o   In regular communications that focus on D&I (3 Pts)

8. The following statement best describes accountability for IDEA within my organization (please select all that apply):

    o   Leaders have specific IDEA goals (1 Pt)

    o   Leaders' progress toward meeting their D&I goals is measured (1 Pt)

    o   Progress towards meeting IDEA goals influences performance evaluation for leaders (1 Pt)

    o   Progress towards meeting IDEA goals influences performance evaluation for all employees (1 Pt)

    o   Other: _____ (1 Pt)

    o   None of the above (0 Pt)

Thinking about the IDEA programs or efforts in place at your organization, select the answer that most closely applies…

9. My organization has programs or efforts in place to (please select all that apply):

    o   Recruit diverse candidates (1 Pt)

    o   Develop a pipeline of diverse leaders (1 Pt)

    o   Provide targeted development opportunities for diverse employees (1 Pt)

    o   None of the above (0 Pt)

10. My organization sponsors training programs [large business] or offers access to training programs [small business] that focus on (please select all that apply):

    o   Non-discrimination and regulatory compliance (1 Pt)

    o   Embracing differences in the workplace (1 Pt)

    o   Overcoming unconscious bias (1 Pt)

    o   Teaching leaders how to manage diverse populations (1 Pt)

    o   How inclusive behaviors can be embedded into my everyday job activities and responsibilities (such as product design, customer service, etc.) (1 Pt)

    o   None of the above (0 Pt)

11. Affinity/Business Resource Groups/Employer Resource Groups (BRG/ERG) at my organization (please select all that apply):
    o Provide support and mentorship to employees of similar backgrounds or experiences (1 Pt)
    o Connect people from different backgrounds or experiences (1 Pt)
    o Offer programs – such as celebrations or speaker series – that raise awareness about Diversity & Inclusion within the organization (1 Pt)
    o Are leveraged by the business to drive strategic priorities (1 Pt)
    o Our organization does not have affinity groups/BRGs/ERGs or a diversity council (1 Pt)
    o None of the above (0 Pt)

12. What is the current status of a diversity supplier statement within your organization?
    o My organization has a written statement (1 Pt)
    o My organization has a written statement that is shared on our external website (1 Pt)
    o My organization has a written statement and have challenges locating appropriate suppliers (1 Pt)
    o My organization has a written statement and tracks spending metrics (1 Pt)
    o My organization has does not have a written statement (0 Pt)

13. When selecting third party suppliers/vendors to work with, my organization:
    o Does not consider supplier diversity (0 Pt)
    o Considers supplier diversity on an ad hoc basis or when requested to do so (1 Pt)
    o Consistently considers supplier diversity (1 Pt)
    o Proactively solicits proposals from and contracts with diverse suppliers as part of the organization's overarching supply chain strategy (1 Pt)

14. My organization engages employees in IDEA work in the community by (please select allthat apply):
    o Encouraging employees to participate/volunteer with groups working with diverse populations (1 Pt)
    o Actively placing employees in community leadership roles (1 Pt)
    o Recruiting diverse employees to represent the organization in external leadership training programs (1 Pt)
    o None of the above (0 Pt)

Thinking about your organization's approach to data & metrics, select the answer that most closely applies…

15. My organization gathers and analyzes the following data (please select all that apply):
    o Employee demographic, compensation, or other data required to comply with regulatory requirements (1 Pt)
    o Discrepancies in performance rankings by gender, race and/or other dimensions of diversity (1 Pt)
    o Discrepancies in compensation by gender, race and/or other dimensions of diversity (1 Pt)
    o Discrepancies in promotions by gender, race and/or other dimensions of diversity (1 Pt)
    o Feedback from customers on our diversity practices (1 Pt)
    o None of the above (0 Pt)

Thinking about your organization's Board of Directors or other governing body…..

16. The Board/Governing Body has been engaged in a discussion about IDEA within my organization
    o Yes (1 Pt)
    o No (0 Pt)
17. The Board/Governing Body has endorsed a IDEA statement/philosophy/approach for my organization
    o Yes (1 Pt)
    o No (0 Pt)
18. The Board/Governing Body regularly reviews metrics/data that track the status of IDEA programs
    o Yes (1 Pt)
    o No (0 Pt)
19. My Board/Governing Body reflects the diversity of my community
    o Yes (1 Pt)
    o No (0 Pt)

20. Other Comments:

    _____

    _____

    _____

    _____

    _____

SCORING KEY:

A+	39-40 Points
A	37-38 Points
B+	36 Points
B	34-35 Points
B-	32-33 Points
C+	30-31 Points
C	28-29 Points
D	24-27 Points
F	0-23 Points

For ideas on how to incorporate practices that will increase your organization's IDEA efforts visit:

https://www.mosaic-connect.org and look for the business toolbox.