

Diversity



People, Possibilities and Progress Award Self Assessment Matrix

Assessment Scoring

- Green — Means you feel you are fully compliant in this section and can provide evidence to illustrate your work.
- Yellow — Means you have started this work, but you still have more to do to meet your own internal standards.
- Red — Means you have not started this work or still have a significant amount of work to accomplish to put this process or strategy in place.

Level 1 — Compliance	Level 3 — Recognition	Level 4 — Managing	Level 5 — Leveraging
<p>1A. EEO/AA/Civil Rights Compliance Plans are in place and audited as applicable. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>3A. The CEO models a commitment to diversity through words and actions. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>4A. The organization tracks progress of its diversity efforts and holds itself accountable for the results. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>5A. A spirit of diversity permeates the organization's culture. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>
<p>1B. All managers are trained to understand and comply with federal and state EEO laws. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>3B. The leadership team's commitment is evident through actions that support attracting, recruiting and retaining a diverse workforce. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>4B. The Board of Directors is knowledgeable about the organization's diversity initiatives. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>5B. The focus is diversity beyond "diversity." <input type="radio"/> <input type="radio"/> <input type="radio"/></p>
<p>1C. An internal strategy is in place for handling any EEO complaints. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>3C. A diversity council or committee drives implementation. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>4C. Organization vision, mission and values identify diversity as a strength. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>5C. The organization's leadership pipeline is diverse and advancement decisions support diversity. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>
<p>1D. If applicable, required OFCCP guidelines are followed. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>3D. A business case and strategic plan for diversity has clearly defined goals, expectations and measures that are supported by CEO/leadership team. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>4D. The organization regularly communicates its diversity results to key stakeholders. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>5D. Composition of each leadership level reflects the diversity of the organization and community's demographics. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>
Level 2 — Awareness			
<p>2A. There is commitment to diversity by top leadership. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>3E. The business case has been rolled out to the organization. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>4E. The Diversity Leader plays a strategic role in the organization and is "solid lined" to the CEO and the senior executive level. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>5E. Broad diversity exists at the board level. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>
<p>2B. The value of diversity is communicated by executives throughout the organization. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>3F. The organization tracks employee demographics and measures diversity in recruitment, retention and advancement. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>4F. Diversity values are internalized throughout the organization's culture. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>5F. Leaders drive change and are viewed as advocates for diversity and diversity beyond the organization. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>
<p>2C. There are dedicated resources and a structure in support of diversity. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>3G. Learning, reward systems and benefits structures integrate values of diversity and inclusion. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>4G. Leading/managing a diverse workforce is a factor in performance measurement. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>5G. The organization is recognized as a model among diverse, high performing organizations. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>
<p>2D. The diversity initiative has a budget. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>3H. Managers/leaders demonstrate diversity skills and understanding in day-to-day interactions. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>4H. Employee and community feedback loops inform leaders on diversity-related issues and opportunities. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>5H. The organization has a reputation as an "employer of choice" internally and in local, regional or national communities (or markets). <input type="radio"/> <input type="radio"/> <input type="radio"/></p>
<p>2E. Basic awareness and skills training on diversity has been implemented. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>3I. Retention strategies are in place and support diversity (e.g., mentoring, networks/affinity groups). <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>4I. Diverse team members and groups are included in strategic decisions. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	
<p>2F. The organization promotes and participates in diversity-related events. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>3J. The organization is actively involved in diverse community partnerships. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>4J. The organization recognizes and rewards employees for a commitment to diversity and the results. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	
<p>2G. The organization undertakes a regular values and culture assessment of diversity. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>3K. Awareness and skills training in diversity have been implemented beyond basic EEOC compliance. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	<p>4K. A supplier diversity program is staffed and functions to drive performance. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	
		<p>4L. Diversity is a factor in product design, marketing, customer service and communication strategies. <input type="radio"/> <input type="radio"/> <input type="radio"/></p>	

Sponsored by:

