

The first step to diversifying is to understand how your organization works with diversity now. Conduct this Diversity Assessment for your organization and identify areas where you might be able to improve.

	Yes	Somewhat / don't know	No
Commitment			
1. Does your organization have a diversity statement that is aligned with your mission, vision and values?			
2. Does management support the organization's commitment to diversity?			
3. Does your organization build diversity into its strategic business goals?			
4. Does your company communicate its commitment to inclusion and diversity?			
5. Does management understand laws about diversity?			
Hiring Practices			
6. Does your organization use diversity appropriate job advertisements?			
7. Does your organization use diversity appropriate practices to screen resumes?			
8. Does your company conduct fair interviews?			
9. Does your business use diversity appropriate practices to perform reference checks?			
10. Are your hiring managers aware of the impact of bias on hiring practices?			

	Yes	Somewhat / don't know	No
Employees			
11. Does your business create a welcoming environment for diverse groups?			
12. Does your organization include principles of diversity and inclusion in policies and practices?			
13. Does your organization help new hires adjust to the organizational culture?			
14. Do your employees understand and support your diversity plan?			
15. Does your organization recognize diversity in performance management for employees?			
16. Does your organization have harassment or bullying policies and procedures?			
17. Is there a person in place to handle complaints of discrimination or harassment?			
18. Is there a system in place to monitor barriers to inclusion and progress toward diversity goals?			
Partnerships			
19. Does your organization have partnerships with local community groups?			