

Diversity, Equity, and Inclusion Self-Assessment

This Self-Assessment offers a number of questions for consideration as you think about DEI in policy and in practice in. The intent of this self-assessment is to:

- Serve in understanding the types of actions they can take to advance DEI both internally within the organization and externally in mission work with communities
- Get a sense of the types of actions being taken and/or not taken and what may be enabling and/or hindering action

The intent is not to evaluate and/or pass judgment, and there are no wrong answers.

To that end, we ask that you be honest and thoughtful in your responses. Our hope is that the assessment is the first step of a larger conversation about how DEI unfolds and what some initial action steps could look like to put you on that path.

Part I. DEI Actions and Mission Priorities (please mark the box that best describes your organization)

1. Are you taking any of the following actions with respect to DEI? (Please select all that apply.)
 - Displayed DEI policy on website
 - Updated website and/or member resources with DEI related definitions
 - Updated images on website through a DEI lens.
 - Reached out to a new community (if this option is selected, please provide additional information below.)
 - What community? _____
 - How? _____
 - What was the result? _____
 - Created materials that further DEI goals
 - Members engaged in self-reflection about privilege, systemic inequity, how your organization can be a more authentic and supportive partner of diverse communities, etc.
 - Members actively engaged in DEI learning opportunities
 - Other – please describe: _____
 - a. What challenges are you facing, or what is hindering you from doing more DEI-focused work?
 - DEI is not a priority for us (If this option is selected, please provide additional information below.)
 - What organizational priorities are you focused on? _____
 - Our organization has too many other initiatives underway
 - We do not feel prepared or ready to begin this work
 - We do not have the resources to begin the work
 - We do not know how to begin this work
 - We have received direction to focus elsewhere
 - Other – please describe: _____
2. What mission priorities are you focused on? (Please describe)

3. Are taking any DEI actions specific to your mission priorities, for example engaging diverse partners and/or training members to incorporate diversity and inclusion in their local work to support your priorities?
- No
- Yes, please describe: _____

Part II. Practices Demonstrating Ongoing Commitment to DEI.

For each DEI Practice statement in the table below:

- For the column “Current Practice,” circle the answer that best describes you League: Y=Yes; N=No.
- In the column, “Description of Current Practice or Future Action” write briefly about the DEI practice/action your League is currently implementing. Where applicable, include the “diversity dimension” the action addresses, e.g., age, race, gender, LGBTQI, disability, Socioeconomic Status.

Part III. Determine Actions to Advance DEI within your League

Where you have circled “N” for a Current Practice in the table below, this is an area where intentional action can advance DEI.

- Identify at least one area for taking action. Write a brief description of the potential DEI action. Where applicable, include the diversity dimension the action addresses, e.g., age, race, gender, LGBTQI, disability, SES.

DEI Practice	Current Practice?		Description of Current Practice or Future Action <small>(include diversity dimension, e.g., age, gender, race, LI, disability, SES)</small>
Commitment to DEI			
Our vision, mission, values, and/or strategic plan includes an expressed DEI commitment.	Y	N	
We have outlined specific actions we intend to take to advance DEI.	Y	N	
We have made DEI a core value and goal that is tied to our overall objectives and other strategic goals.	Y	N	
Authorization of DEI			
We have a DEI and nondiscrimination policy.	Y	N	
We have a policy for Board and staff (if applicable) diversity.	Y	N	
We have an official definition and shared understanding of DEI and cultural competence.	Y	N	
We have a DEI individual or committee responsible for ensuring we are reaching out to communities that are diverse.	Y	N	
We have a policy for supplier and vendor diversity.	Y	N	
Implementation of DEI Practices			
We actively engage the Board, staff, members, and volunteers from diverse backgrounds (e.g., distribute key assignments, capitalize on their strengths and networks).	Y	N	

We work to build an increasingly diverse pipeline of potential Board and staff members and volunteers.	Y	N	
We actively work to diversify our donors.	Y	N	
We spend time and energy learning about the various constituencies in our communities.	Y	N	
We have programs and outreach initiatives that target members and volunteers of diverse backgrounds.	Y	N	
We work to expand the pipeline for greater diversity among suppliers and vendors.	Y	N	
We provide accessibility for non-English speakers and individuals with disabilities.	Y	N	
We use our organizational advocacy and our position in the community to advance DEI.	Y	N	
We have intentional processes for Board, staff, members, volunteers, and vendors to become DEI-informed and competent (e.g., orientations, training).	Y	N	
We conduct or offer at least one DEI training opportunity annually for members and volunteers.	Y	N	
Accountability to Monitor DEI			
We regularly collect, disaggregate, and publish data on Board, staff, member, volunteer, and vendor diversity.	Y	N	
We analyze key operational and programmatic decisions to determine their impact	Y	N	
We assess communications and products for messaging and visual imagery that reflects our DEI values.	Y	N	
We have mechanisms for senior leadership accountability for DEI progress (for example, leaders have clear DEI goals with related measures of progress, and their performance against these goals is measured on a regular and consistent basis).	Y	N	
We have mechanisms for staff, member, and volunteer accountability for DEI progress (for example, staff, members, and volunteers have clear expectations of how they can contribute to advancing DEI goals and engage in regular conversations about progress).	Y	N	
We have mechanisms for supplier and vendor accountability for DEI progress (for example, recruitment and selection criteria for suppliers and vendors include understanding their DEI policies and practices).	Y	N	
We incorporate our DEI commitment into new Board/staff/member/volunteer/vendor orientations.	Y	N	
We analyze the data above to understand how to close gaps where disparities appear.	Y	N	