

Diversity, Equity, and Inclusion Organizational Self-Assessment Tool Consultation

April 8, 2015

PREPARED FOR

The Regional Diversity Roundtable



TaylorNewberry
CONSULTING

Introduction

Diversity and Inclusion Charter of Peel



VISION

The Diversity and Inclusion Charter of Peel is a regional initiative to foster inclusiveness and equity in Peel. Developed through extensive community consultation, the Charter is a living document that supports the implementation of existing national and provincial legislation.

Peel, comprising of Brampton, Caledon and Mississauga, is amongst the most diverse, fast growing and rapidly changing regions in Canada. This diversity can create both challenges and opportunities. The Charter's goal is to ensure the full inclusion of all who live, work and play in Peel.

Residents, communities, organizations and governments in Peel seek to cooperatively create change and to strive for the achievement of this Charter's unified vision.

COMMITMENTS

To realize this vision, individuals and organizations endorsing the Diversity and Inclusion Charter of Peel commit to:

- Integrating the values of equity and inclusion into personal lives, work, relationships and participation as residents
- Supporting vibrant neighbourhoods where diverse people come together as communities
- Ensuring equitable and inclusive behaviours, practices, policies, with regular review
- Enabling full participation and engagement by all through equitable access to information, services, opportunities
- Providing ongoing learning that facilitates equity and inclusion at individual, organizational and community levels
- Creating safer spaces that foster mutual understanding, respect and growth
- Supporting inclusive leaders and change champions
- Dedicating resources, including people, time and/or money, to equity and inclusion
- Building transparent and accountable relationships and systems
- Partnering and collaborating to support and build equity and inclusion
- Recognizing individuals and organizations implementing best practices in equity and inclusion
- Recognizing and celebrating Peel Region's rich diversity.

DIVERSITY is the presence of a wide range of human qualities and attributes, both visible and invisible, within a group, organization or society.

EQUITY is a condition or a state of fair, inclusive and respectful treatment that recognizes and acknowledges the accommodation of differing needs and expectations. Equity acknowledges the fact that equal treatment does not always yield equal results.

INCLUSION is creating an environment where people have both the feeling and reality of belonging and are able to achieve their full potential.

Endorsed by: _____
Name: _____ Date: _____

The Diversity and Inclusion (D & I) Charter

Vision: An inclusive Peel Region that values, respects, and embraces diversity and equity so that everyone can achieve their full potential.

Phase II of the D & I Charter Initiative:

- Outreach
- Capacity Building
- Evaluation and Assessment

Purpose of the DEI Organizational Self-Assessment Tool

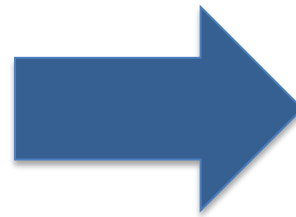
The Diversity, Equity, and Inclusion (DEI) Organizational Self-Assessment Tool will enable organizations to:

- ✓ create opportunities for discussion and enhance understanding of diversity, equity, and inclusion within the organization,
- ✓ assess diversity, equity, and inclusion practices,
- ✓ identify and celebrate successes,
- ✓ determine areas for improvement, and
- ✓ develop an action plan to strengthen diversity, equity, and inclusion work within the organization.

Development of the DEI Organizational Self-Assessment Tool

Sources

- D & I Charter of Peel
- RDR draft organizational self-assessment tool
- Established diversity, health equity, cultural competence, and anti-racism/anti-oppression organizational assessment tools



Diversity, Equity, and Inclusion Organizational Self-Assessment Tool



DEI Organizational Self-Assessment Tool Format

SECTION I

- Planning and Policy
- Organizational Culture
 - Employee experience
 - Inclusive environment
- Education and Training
- Human Resources
- Community Capacity Building

SECTION II

- Service Planning and Development
- Client Engagement
- Service Provision

DEI Organizational Self-Assessment Tool Format

Domain Description

Grading Scale

Domain Indicators

1.1 The organization has identified inclusion and equity as a priority.	No	In-progress	Yes	Not Applicable
a. The organization includes inclusion and equity as part of its mission, vision, and/or strategic plan.				
b. The organization has an equity plan or specific equity objectives.				
c. The organization has dedicated staff to work on inclusion and equity.				
d. The organization has allocated financial resources for inclusion and equity work.				
e. The organization's policies promote inclusion and equity.				
f. The organization continually evaluates its inclusion and equity work.				
g. The organization reports its progress on inclusion and equity.				

DEI Organizational Self-Assessment Tool Domains

Domain #1: Planning and Policy

The organization has identified inclusion and equity as a priority.

Domain #2: Organizational Culture

Employee Experience

The organization assesses and responds to employees' experience of inclusion.

Inclusive Environment

The organization has an inclusive and welcoming environment.

DEI Organizational Self-Assessment Tool Domains

Domain #3: Education and Training

The organization values inclusion and equity education/training.

Domain #4: Human Resources

The organization has inclusive and equitable HR policies, and recruitment, hiring, and retention practices.

Domain #5: Community Capacity Building

The organization builds community capacity for inclusion and equity work.

DEI Organizational Self-Assessment Tool Domains

Domain #6: Service Planning and Development

The organization incorporates inclusion and equity into service planning and development.

Domain #7: Client Engagement

The organization values client engagement in service planning, development, and evaluation.

Domain #8: Service Provision

The organization delivers inclusive and equitable services.

Objectives of the Consultation

An opportunity for organizations to share their expertise and provide input on...

- The approach and format of the self-assessment tool.
- The clarity, relevance, applicability, and comprehensiveness of the domains and indicators.
- How best to implement the self-assessment tool to foster organizational change and enhance diversity, equity, and inclusion within organizations.

Feedback on Section I

1. Are the domains and indicators clear and easy to understand? If not, please specify.
1. Are the domains and indicators relevant to your organization? If not, please specify.
1. Are the domains and indicators applicable to a broad range of organizations? If not, please specify.
1. Are the domains and indicators comprehensive? If not, what domains and/or indicators are missing?

Feedback on Section II

1. Are the domains and indicators clear and easy to understand? If not, please specify.
1. Are the domains and indicators relevant to your organization? If not, please specify.
1. Are the domains and indicators applicable to a broad range of organizations? If not, please specify.
1. Are the domains and indicators comprehensive? If not, what domains and/or indicators are missing?

DEI Organizational Self-Assessment Tool Development Next Steps

- How do you envision using the self-assessment tool to enhance diversity, equity, and inclusion within your organization?
- Are the ways in which we could make the self-assessment tool more effective as an assessment tool?
- What resources and/or supports would you need to effectively use the self-assessment tool within your organization?