

RDR Organizational Self Assessment

A Tool For Change



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Agenda

- The Rationale
- An Overview
- Testing the Tool
- Discussion and Feedback
- Action Planning



The Rationale



The D&I Charter as A Tool for Change

Why a Self Assessment?

- Organizations may have committed to DE&I in principle, but lack an understanding of the implications for practice
- Organizations may lack factual information about their practices and how they align with the charter
- Organizations may have trouble identifying or prioritizing steps for action
- People within organizations may differ in their subjective assessments of progress
- Organizations may not know how to check on progress through time

The Challenges

- Every organization is unique
 - Values
 - Theories of DEI
 - Size
 - Structure
- Progress on DEI issues is not linear
- Action may look different in different places
- Employees (& organizations) need safety and confidentiality to share feedback



An Overview

Self Assessment

- Designed for all kinds of organizations
- Includes concrete examples of action
- Includes a special “service provider” section
- Includes an action planning section
- Includes a column for “supporting evidence”
- Summary scoring system
- Not intended as a way to self-assess your own behaviour as an individual

General Domains

- **PLANNING AND POLICY:** The Organization identifies diversity, equity, and inclusion as a priority and has incorporates diversity, equity, and inclusion objectives into its planning and polices.
- **ORGANIZATIONAL CULTURE:** The organization demonstrates a strong commitment to diversity, equity, and inclusion by ensuring its organizational culture and environment are welcoming and inclusive.

General Domains

- **EMPLOYEE EDUCATION AND TRAINING:** The organization recognizes the value of diversity, equity, and inclusion education/training, and provides employees with opportunities to develop knowledge and skills to work effectively within a diverse environment.
- **HUMAN RESOURCES:** The organization is committed, through its Human Resource policies and practices, to recruit, hire, and retain employees that are representative of the diverse regional population and/or have expertise in diversity, equity, and inclusion.

General Domains

- **COMMUNITY CAPACITY BUILDING:** The organization is committed to the Diversity and Inclusion Charter's goal of cooperatively creating community change by supporting the development of partnerships and networks, advocacy, and capacity building to advance diversity, equity, and inclusion work within Peel Region.

Service Domains

- **SERVICE PLANNING AND DEVELOPMENT:** The organization incorporates diversity, equity, and inclusion principles into planning and developing services.
- **CLIENT ENGAGEMENT:** The organization recognizes the value of engaging clients in the planning, development, and evaluation of its services.
- **SERVICE PROVISION:** The organization is committed to delivering inclusive and equitable services.

Using the Self Assessment

- Individual employees, board members and/or volunteers may fill it out and share results confidentially – score is the average of individual scores
- A small group may discuss the scoring and complete it as a team
- An individual may complete it on behalf of an organization



**Exercise: Complete the Draft Self-
Assessment**

Debriefing the exercise

- What did you think of the content?
- What did you think of the format?

Debriefing the exercise

- Did the assessment match your subjective sense?
Did it change your perception of how well your organization is doing?
- Did it help you get more concrete and specific about how your org is doing?



Action Planning

The Action Plan

- 3 domains where your organization is strong
- 3 domains where your org. requires improvement

The Action Plan

- Did you identify any additional actions that your org should take?
- Do you have a better sense of how to start conversations about DEI in your org?

The Action Plan

- What action will you take in this area?
- How will this action advance diversity, equity, and inclusion in your workplace?
- What is the timeline?
- Who will lead this action?
- Who will need to be involved?
- What resources are needed?
- How will you assess improvement?



Additional feedback