



## Workplace Inclusion Assessment

Updated June 2020

How inclusive is your workplace? It's time to find out! Read through the below statements and mark down your honest perspective. Check the box that most reflects your opinion.

	False	Not very true	I don't know	A bit true	True
<b>AWARENESS</b>					
There is awareness that embracing diversity and fostering inclusion are important in my workplace.					
I feel valued and respected as an individual.					
Diverse employees are recruited – there is diversity at all levels within the organization.					
<b>STRATEGY</b>					
My workplace has a vision and a strategy for diversity and inclusion based on equity.					
Statements about diversity and inclusion are included in documents, speeches, and on the website.					
<b>LEADERSHIP</b>					
Leadership drives and supports diversity and inclusion initiatives, activities, and training.					



Leadership communicates regularly to employees about diversity and inclusion initiatives and progress.					
<b>ENGAGEMENT</b>					
Inclusion initiatives, activities, and training are promoted and offered to all employees.					
There is resistance to diversity and inclusion initiatives, activities and training.					
Accessibility and accommodations are made for employees in my workplace.					
<b>RESOURCES</b>					
Inclusion initiatives, activities, and training are not the responsibility of one person – everyone in the workplace has a role.					
Departments, work units, and individuals have annual goals related to the workplace diversity and inclusion strategy.					
<b>POLICY</b>					
Policies are regularly reviewed and adapted to ensure they are inclusive.					
An equity audit has been completed.					
<b>Now, add up your checks for each level and scroll to the next page for your results!</b>	<b>False</b>	<b>Not very true</b>	<b>I don't know</b>	<b>A bit true</b>	<b>True</b>



## Results

*If you answered mostly 'false' and/or 'not very true'...*

While these results may feel disappointing as an employee, it's a starting point. Once companies acknowledge their lack of diversity and inclusion, that awareness can turn into action and motivate change.

*If you answered mostly 'I don't know' and 'a bit true'...*

It may be time for some more in depth assessments at your company. If you're not sure what's happening, then diving deeper into the employee culture is an important step to determine how you can grow and evolve forward.

*If you answered mostly 'true'...*

This is excellent! But your work isn't done! How are you going to remain a trendsetter? What can your company do to be a leader in the diversity and inclusion movement?