



TheSilvereneGroup

INCLUSIVE CULTURE MINI ASSESSMENT



Having an organization that is diverse, inclusive and equitable makes for a healthier workplace culture and leads to increased productivity and revenue.

Understanding your organization's level of Inclusive Culture maturity can be extremely beneficial to crafting a sustainable strategy.

The following mini assessment is divided into three sections and will assess the extent to which your organization has considered, implemented, and measured/adapted its DE&I efforts. By answering honestly and calculating your results, you can have a better idea of what areas need improvement.

Keep track of your answers on the right hand column using the following key.

- Never = 0
- Sometimes = 1
- Often = 2
- Always = 3

When you complete a section, tally up your total score (across all four answer options). The best possible score for each section is 21. Any section total below 16 deserves some TLC!





STRATEGY & COMMITMENT

THIS SECTION MEASURES YOUR ORGANIZATION'S OVERALL COMMITMENT TO ESTABLISHING DE&I EFFORTS

Does your organization...

Have a clear, up-to-date DE&I strategy?

Never	Sometimes	Often	Always

Have clearly articulated values that are lived every day?

Never	Sometimes	Often	Always

Openly discuss and link the value of DE&I to business success?

Never	Sometimes	Often	Always

Actively seek to broaden the talent pool to include diverse candidates?

Never	Sometimes	Often	Always

Encourage all employees openly share ideas without fear of marginalization?

Never	Sometimes	Often	Always

Incorporate inclusive language and images on website and materials?

Never	Sometimes	Often	Always

Deal with bullying, harassing, or otherwise bad behavior quickly and swiftly?

Never	Sometimes	Often	Always

TOTAL SCORE: ___ / 21

Never	Sometimes	Often	Always



RESOURCES PROVIDED

THIS SECTION MEASURES WHERE YOUR ORGANIZATION FALLS IN TERMS OF PROVIDING ADEQUATE DE&I RESOURCES

Does your organization...

Have an active and funded DE&I council?

Never	Sometimes	Often	Always

Conduct ongoing DE&I training for executives, managers, and staff?

Never	Sometimes	Often	Always

Have Employee Resource Groups or Business Resource Groups?

Never	Sometimes	Often	Always

Conduct bias identification & mitigation sessions?

Never	Sometimes	Often	Always

Provide equitable access to development opportunities (coaching, training, mentorship, promotions, etc.)?

Never	Sometimes	Often	Always

Provide appropriate aid such as accessibility, maternity/paternity leave, family care, etc.?

Never	Sometimes	Often	Always

Provide adequate HR support and conduct one-on-one sessions?

Never	Sometimes	Often	Always

TOTAL SCORE: ___ / 21

Never	Sometimes	Often	Always



ONGOING ASSESSMENT

THIS SECTION MEASURES HOW EFFECTIVELY YOUR ORGANIZATION IS MEASURING-ADAPTING YOUR DE&I EFFORTS

Does your organization...

Make decisions with data and open discussion?

Never Sometimes Often Always

Follow up on DE&I strategy, discuss findings, and adjust efforts accordingly?

Never Sometimes Often Always

Intentionally seek out all voices and contributions?

Never Sometimes Often Always

Encourage all employees openly share ideas without fear of marginalization?

Never Sometimes Often Always

Ask for honest/anonymous feedback, and take action based on the findings?

Never Sometimes Often Always

Conduct audits of gender based variation in pay?

Never Sometimes Often Always

Conduct employee engagement studies to monitor inclusivity on an individual level?

Never Sometimes Often Always

TOTAL SCORE: ___ / 21

Never Sometimes Often Always



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IN CONCLUSION

Ensuring you have a diverse and inclusive workplace culture requires attention to all three of the aforementioned categories: strategy, resources, and assessment.

DE&I should be treated just like any other business issue, because it has an equally significant impact on your bottom line. By setting your intentions, drawing out a roadmap, measuring results, and adapting your strategy accordingly, you're guaranteed to see results.

Sometimes that's easier said than done, especially for organizations that already have their hands full. In those instances, it's best to get some hands-on guidance from the experts. Here at The Silverene Group, we specialize in helping organizations become the best versions of themselves.

Our services include Culture Design & Change, Inclusion Solutions, People-Centric Strategies, and Leadership & Team Coaching. If you're curious to learn more, we'd love to chat!

**BOOK YOUR
COMPLIMENTARY CONSULT**



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