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Suggestions for Using “How Does Your Organization Measure Up?”

Objectives:

- Assess your organization’s effectiveness with regard to affirmative action, valuing differences, managing diversity, and inclusion
- Pinpoint diversity-related issues that need attention
- Give feedback to executive management and HR departments regarding aspects of the development of diversity and inclusion

Intended Audience:

- Managers, supervisors, and other staff members wanting to give feedback to HR departments and executive management
- Executives setting strategic planning goals
- Diversity council members building a diversity-and-inclusion strategy

Materials:

- Copies of the worksheet *How Does Your Organization Measure Up?*

Processing the Activity:

- Individuals respond by checking those statements that describe their organizations or departments.
- Responses are tabulated and data are presented to executive management, HR, diversity council or those in charge of dealing with diversity issues.
- Executive, HR, or other appropriate staff analyze data and identify obstacles to capitalizing on diversity within the organization; they then plan ways to address these barriers.

Caveats, Considerations, and Variations:

- These issues can provoke emotional and heated responses. This assessment activity can best be managed in small groups where venting can take place safely.
- Executives and/or HR professionals on the receiving end of this feedback may react defensively. Help them to see the responses as valid perceptions of respondees so they can use it constructively.
- This assessment can also be used by affirmative action and HR professionals in planning and training.

The more statements you have in each section, the greater your organization’s effectiveness in that particular area. It is also important to look at those statements not checked. What obstacles are preventing these conditions from being the norm? What can you do about those obstacles?