

Building a Diverse & Inclusive Workforce

Set Six- Diversity and Inclusion (D&I) Self-Assessment

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree Somewhat (4)	Strongly agree (5)
The leadership of my organization has a strong commitment to the promotion of (a) "Equal Opportunity" and (b) "Diversity and Inclusion" in the selection, recruitment, training, development, promotion, and retention of qualified applicants and employees of all backgrounds, race, color, religion, national origin, political affiliation, veteran status, genetics, disabilities, sex or age (except when sex or age is a bona fide occupational requirement).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our office of Human Resources, along with the office of Training and Staff Development, are charged with the responsibilities of taking initiatives to provide direction, guidance and assistance to promote "Diversity and Inclusion" in all areas of their respective responsibilities, including initial staff orientation and continual refresh on an annual basis.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My organization has developed a structure and a process to implement strategies to drive activities aiming at increasing awareness of and sensitivity to cultural differences among staff, patients, individuals and their families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My organization has used survey, self-assessment and other performance management tools to monitor <u>CLAS</u> and <u>Diversity and Inclusion</u> progress with an annual report to the leadership.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have a supportive, welcoming, friendly, open, fair and inclusive work environment – built upon respect and communication.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
As a high performance organization, we manage diversity; measure results; make improvements on the basis of the findings, and institutionalize a culture of diversity and inclusion at all levels of our operations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Strongly Disagree **Disagree** **Neutral** **Agree Somewhat** **Strongly Agree**
(5) (4) (3) (2) (1)

My organization is doing a reasonable job in the following: a. Recruitment of a diverse workforce. b. Retention of a diverse workforce. c. Development and promotion of a diverse workforce	<input type="checkbox"/>				
My organization enters into collaboration and strategic partnership with outside organizations in the promotion of diversity and inclusion.	<input type="checkbox"/>				
To ensure sustainability and good management of diversity, my organization encourages and trains department heads and managers to develop diversity and inclusion skills and practices.	<input type="checkbox"/>				
My organization uses strategic outreach and special initiatives for veterans and people with disabilities to promote diversity within the workforce.	<input type="checkbox"/>				

References

National Archives and Records Administration (2012). Diversity and Inclusion Strategic Plan.
Society for Human Resource Management (2008) Global Diversity and Inclusion : Perceptions, Practices and Attitudes.
Society for Human Resources Management (2005) A Survey Report: WorkPlace Diversity Practices.
United States Office of Personnel Management (2000). Building and Maintaining a Diverse, High-Quality Workforce.

For more information, contact DBHDS Office of Cultural and Linguistic Competence at
<https://www.dbhds.virginia.gov/OHRDM-CLC.htm>