



**THE FORUM ON WORKPLACE INCLUSION**  
 April 12, 2018  
**Workshop Session: The Corporate One-Two Punch for D&I**  
**Transformation and Maximum Impact**  
 Facilitator – Denise Barreto, Managing Partner

**DIVERSITY & INCLUSION ORGANIZATIONAL DIAGNOSTIC TOOL**

NAME: _____	SESSION NO. _____
ORGANIZATIONAL POSITION: _____	YEARS IN POSITON: _____

**ORGANIZATIONAL DEVELOPMENT**

Read each question carefully and circle number that indicates your organizations current D&I transformation readiness.

Critical Area	Questions	1 Not at all	2 A little bit	3 Moderately	4 Quite a bit	5 Extremely
<b>Workforce</b>	1. Are any demographics or cultural groups significantly underrepresented at the organization?	1	2	3	4	5
	2. Are any business locations less diverse than others?	1	2	3	4	5
	3. Are the organizations recruiting, retention and engagement strategies supporting (or hindering) the development of a diverse workforce?	1	2	3	4	5
	4. Are the organizations development, HIPO and succession planning enabling pipeline?	1	2	3	4	5
	5. Changes can be made to our talent / recruitment efforts to better attract, retain and develop?	1	2	3	4	5
<b>Workplace</b>	1. Current practices and policies have in place meet diverse workplace needs?	1	2	3	4	5
	2. Does the organization leadership support employee resource groups?	1	2	3	4	5
	3. Does the organization provide mentoring opportunities targeted to underrepresented employees?	1	2	3	4	5

	4. Does the organization provide career development programs targeted to underrepresented employees?	1	2	3	4	5
Marketplace	1. Does the organization maintain a supplier diversity program?	1	2	3	4	5
	2. Does the organization invest in diverse businesses?	1	2	3	4	5
	3. Does the organization serve a diverse customer base	1	2	3	4	5

## LEADERSHIP DEVELOPMENT

Read each question carefully and place an "X" that indicates your understanding diversity and inclusion for transformation and maximum impact.

	Very Clear	Somewhat Clear	Not Clear	Somewhat Unclear	Very Unclear
To what degree do you understand your organizations diversity and inclusion strategic plan?					
To what degree do you understand your personal unconscious bias and impacts on your department?					
To what degree do you understand how to create an inclusive work environment?					
How confident are you in your ability to influencing or implementing diversity and inclusion strategies?					