



### COMPANY SELF-ASSESSMENT FOR DEI+B

*Participation in the IAPD Quick Company Self-Assessment for DEI+B is voluntary and for internal company use only. The self-assessment is intended to be used as a tool for senior management to reflect on their company's DEI+B practices and bring to light areas of need.*

For each question rank your company 1 – 5 with one being strongly disagree and 5 being strongly agree. Add up the total to get your company's DEI+B Self-Assessment score.

For examples of what a '1' or '5' rating may look like for each question and resources for each topic, download the [Company Self-Assessment for DEI+B Guide](#) and follow along as you take the assessment.

1. There is diverse representation at all levels of the organization \_\_\_\_\_
2. The organization that I work for tracks the diverse demographics of our job applicants and employees. \_\_\_\_\_
3. The diversity of the senior management team reflects the overall diversity of the company. \_\_\_\_\_
4. Recruitment efforts, including the wording of job advertisements, reflect and invite diversity. \_\_\_\_\_
5. Opportunities for career advancement are equitably available without regard to an employee's age, gender, race, ethnicity, ability/disability, or sexual orientation. \_\_\_\_\_
6. The organization has a process in place for documenting and responding to employee concerns of discrimination. \_\_\_\_\_
7. Exit interviews for departing employees are documented and managers review opportunities for improvement. \_\_\_\_\_
8. The company provides diversity training for all employees. \_\_\_\_\_
9. Managers are trained on promoting the careers of employees from diverse populations. \_\_\_\_\_
10. Networking events and other company-sponsored events are inclusive and accessible for all employees. \_\_\_\_\_
11. Company policies are written using inclusive language. \_\_\_\_\_
12. The organization's website and social media posts reflect a commitment to diversity. \_\_\_\_\_
13. The company has stated DEI+B goals each year. \_\_\_\_\_
14. Employees' online reviews show that the company is committed to diversity, equity, inclusion, and belonging. \_\_\_\_\_

Total Score: \_\_\_\_\_

**15 – 27**  
Opportunity for Improvement

**28 – 40**  
Meets Some expectations

**41 – 53**  
Meets Expectations

**54 – 65**  
DEI+B Champion

Thank you for taking the DEI+B self-assessment. You've taken an important step toward creating a more inclusive organization. You are encouraged to take another step: Ensure your company has stated DEI+B goals each year. Depending on where your organization is on their DEI+B journey, this goal can range anywhere from ensuring the company policy manual is written with inclusive language to engaging outside consultants that can advise leadership.

Having a DEI+B target stated in the annual goals communicates to the organization that this is both important to leadership and is part of the organization's culture. Further, as with most companies, planning for these goals starts months before an upcoming year begins. This allows time for you to ask questions, find out what is important for your team and within your community. Perhaps discuss this with colleagues from other organizations (use your IAPD network and the DEI+B taskforce) to find out what works and what doesn't. Keep in mind, success is achieved intentionally, through effective execution by others who are aligned as a team, and that the talent discovered will exceed your expectations when barriers to achievement are removed.

The goal is to have your company become a place where all employees feel welcomed and appreciated and have successful careers.