



## EMPLOYER SELF-ASSESSMENT Diversity, Equity, & Inclusion (DEI)

**BUILDING RESPECT & INTEGRITY  
IN DIVERSE GREATER EVANSVILLE**

**FOCUS ON RACE/ETHNICITY**

BRIDGE.ew@gmail.com [facebook.com/BRIDGEew](https://www.facebook.com/BRIDGEew) [@BRIDGEew](https://www.instagram.com/BRIDGEew)

**1.** What information does your organization collect on the race and ethnicity of your workforce and your board of directors?

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**a.** What racial and ethnic categories do you use? (For example, Census, etc.)

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**b.** Is that data broken down by salary? (For example, an organization may have 50 employees earning \$25,000-50,000, and in that salary range, 8% of employees are non-White.)

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**c.** Is that data broken down by level of position? (For example, entry level, middle management, executive.)

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**d.** Do you have data on retention and promotion? (For example, are White employees or employees of color more likely to stay at your organization and/or be promoted?)

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**2.** Is your organization able to share that deidentified data?

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**3.** What recruitment strategies does your organization implement to address racial diversity?

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**4.** What staff member in your organization is responsible for focusing on racial diversity, equity, and inclusion (DEI)?

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**5.** Does your organization have mandatory training for all your employees on diversity, equity, and inclusion? (Including racial, gender, disabilities, etc.)

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**6.** What diversity, equity, and inclusion trainings does your organization currently use? What have you used in the past? (Including racial, gender, disabilities, etc.)

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**a.** How do you choose those trainings? (Research-based, evidence-based, etc.)

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**b.** What do you like/ not like about the training? Is anything missing from the trainings? What training would you recommend for an organization just beginning to work on diversity, equity, and inclusion?

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**7.** Does your organization survey your workforce on their satisfaction with your organization's efforts to create a culture of racial diversity, equity, and inclusion? How do you encourage employees to give honest feedback without fear of retaliation?

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**a.** What is your process for addressing opportunities for improvement brought to light by the survey?

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**8.** What process do you have in place for employees and clients to report incidents of discrimination or harassment that occur within the organization or with clients without fear of retaliation? (For example, an internal or external review board that focuses on restorative justice.)

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**9.** What other retention strategies does your organization use to create and sustain a diverse, equitable, and inclusive work environment?

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**10.** Does your organization intentionally bring a lens of racial diversity, equity, and inclusion to projects that are central to your work / mission? How do you assess your impact on racial equity in the community? (For example, if your organization is a real estate developer, do you actively assess how your developments change opportunities for people of color?)

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**11.** What are your organization's goals related to racial diversity, equity, and inclusion? How are you tracking your progress?

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**12.** What challenges have you addressed/ overcome in order to create a diverse, equitable, and inclusive organization?

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**13.** What supports does your organization need related to racial diversity, equity, and inclusion?

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## DIVERSITY, EQUITY & INCLUSION RESOURCES

### Books/Videos

#### SELMA

Drama about the 1965 March for Voting Rights (2014)

#### LEFT TURN 2

Youtube, Produced locally, 8 minutes

#### DECONSTRUCTING WHITE PRIVILEGE

Youtube, Robin DiAngelo

#### THE RACIAL HEALING HANDBOOK

by Anneliese A. Singh (2019)

#### WHITE FRAGILITY

by Robin DiAngelo (2018)

#### UPROOTING RACISM: HOW WHITE PEOPLE CAN WORK FOR RACIAL JUSTICE

by Paul Kivel (2017)

## Volunteer Opportunities

Core Team

Education Work Group

Book Study Work Group

Systemic Change Work Group

## Events BRIDGE can Faciliate for Your Group

Introduction to Understanding Racism

Video Screening & Facilitated Discussion on Implicit Bias & White Privilege

Beads of Privilege Exercise

## Get in touch with BRIDGE

[BRIDGE.evv@gmail.com](mailto:BRIDGE.evv@gmail.com)

 [facebook.com/BRIDGEevv](https://facebook.com/BRIDGEevv)  [@BRIDGEevv](https://www.instagram.com/BRIDGEevv)