



Assess your Openness to Diversity and Equal Employment Opportunities

Environment	Yes	No	Unsure
Do you have an inclusive environment in which people's diverse skills, cultural perspectives, and backgrounds are valued?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is your workplace free from discrimination and harassment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are employment decisions based on merit?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are people able to contribute to their full potential?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are differences viewed as assets rather than liabilities?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are employees treated with dignity and respect, as unique individuals?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organisation	Yes	No	Unsure
Do you have active senior management commitment to diversity and EEO programmes?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is loyalty and commitment to diversity and EEO programmes being demonstrated by managers at every level?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation provide targeted awareness raising on workplace diversity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation identify opportunities for the integration of diversity principles into the business?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation have an active network of contact officers supporting workplace diversity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation support workplace learning and development activities that assist staff to contribute to their maximum potential?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation continually review recruitment policies and practices to ensure there are no barriers to diversity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation have in place work practices that enable people to contribute to their maximum potential?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation have flexible working arrangements that assist staff to balance their work and personal commitments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation review workplace communication and information sharing to ensure inclusive practices?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation maintain a comprehensive and accurate database of your staff profile?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation undertake a staff survey to identify areas requiring action and to test the effectiveness of your strategies?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation benchmark yourself against other businesses?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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Team	Yes	No	Unsure
Does your team actively work at combating stereotypes and unfair prejudices before they become obstacles to team effectiveness?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your team accept and learn from their team member's differences, rather than fighting them or blaming them for failures or shortfalls?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do people in your team treat others with respect and consideration?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your team work to build an environment in which everyone can fully participate?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are your team members open-minded - listen and respond to views of others?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your team contribute ideas and draw on the skills, knowledge and background of each team member?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your team identify and cooperatively address barriers to diversity and participation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is your team intolerant of harassment and discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do team members connect with and value the diversity of their own culture and background?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do team members question the assumptions they make about others?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do team members connect with and value the diversity of other team member's culture and background?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do your team members understand and evaluate how they approach conflict?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your Leadership	Yes	No	Unsure
Do you actively encourage staff to contribute their ideas and provide opportunities for them to do so?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you display a genuine commitment to workplace diversity - accepting differences and seeking a diverse range of views on issues?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you take the time to learn about the people you work with, in particular get to know their skills, knowledge and backgrounds?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you support staff to balance their work and personal lives?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you lead by example - demonstrating a commitment to workplace diversity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you actively promote the benefits of diversity for the team?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you recognise and promote the team's workplace diversity successes and ensure the team learns from their mistakes?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>