



## **Assessing Your Organization's Commitment to Social Justice & Inclusion**

### **Answer True or False**

- We have an organization for historically marginalized groups.
- We have an organization for historically marginalized groups in which all employee levels participate.
- These organizations for historically marginalized groups are directly supported in our organization's budget.
- The on-boarding process and employee education includes sections on the history and experiences of historically marginalized groups.
- A commitment to social justice and inclusion is included in our organization's mission statement.
- There is a clear protocol in place for our leadership to respond to bias-related incidents in the work place.
- Members of historically marginalized group are equitably represented in the leadership of our organization.
- Women are visible leaders and are involved in making key decisions on the directions of the organization.
- We consider non-Christian holidays and celebrations when scheduling employee leave, events, and programs.
- There are openly gay, lesbian, bisexual, and transgender staff in my organization.
- All levels of employees regularly participate in a session focused on issues of social justice and inclusion.

- Leadership and Management staff regularly participate in a session focused on issues of social justice and inclusion.
- Sexual orientation is included in my organization’s non-discrimination policy.
- Gender identity/expression is included in my organization’s non-discrimination policy.
- Same-sex partner benefits are available to all staff levels.
- Equal attention is given to all historically marginalized groups.
- My organization has a strong relationship with local historical marginalized group leaders in the local community/city.
- My organization has a all-staff level committee charged to address access issues (ability/disability).
- Multiracial/biracial issues are included in discussion on race and racism.
- Native American, Asian American, and Latino/a issues receive the same attention as African American issues.

**What are the historically marginalized groups that exist in your organization?**

Leadership?

Employees?

Customers?

Stakeholders?

Vendors?

New Employees?

Marketing Materials?