

## AT A GLANCE

A Participatory Diversity, Equity & Inclusion (DEI) Assessment measures and analyzes an organization’s current DEI practice by examining its activities, processes, structures, internal work environment and culture and then provides recommendations to advance DEI through an organization.

A Participatory DEI Assessment enables an organization to:

- 1) Identify areas that help and/or hinder its diversity and inclusion efforts
- 2) Build organization-wide ownership and buy-in of diversity initiatives
- 3) Increase organizational learning on DEI through a process of information sharing, reflection and action planning

A Participatory DEI Assessment **strengthens** an organization’s ability to manage and advance DEI internally and ultimately **enhances** organizational effectiveness and excellence.

