

Assessment Tool

Adapted from the Human Resources Council for the Nonprofit Sector's website page 'How to build a foundation for diversity at work' (<http://hrcouncil.ca/hr-toolkit/diversity-foundation.cfm>)

Communities

What communities do we serve? Who are our clients?

Characteristics

What are the characteristics of the community we work in?

Change

How has the community changed in recent years? How is it likely to change in the future?

Diversity: Local

How do our organization's employees mirror and represent the communities we work in and work with?

Diversity: National

Do we reflect the diversity of Canadian society more broadly?

Gaps

Where are there diversity gaps in our team — how can we increase diversity while filling these gaps?

Weaknesses

What are some of our weaknesses? Do they have to do with staffing needs, communication, our workplace environment, feedback?

Concerns

What are our main concerns when it comes to welcoming an IEHP to the team?

Inclusion

How do we nurture inclusion to ensure that all employees work in a safe and supportive environment? If any team members feel unsure about implementing an inclusive approach in our workplace, how can we include them in the process in order to overcome hesitation?