

# ‘Checking the pulse’ of Diversity and Inclusion as part of your organisational culture

A wee explanation about the terms:

**Diversity** – describes the aims, openness, expectations and hopes for differences among the community of your organisation

**Inclusion** – describes the extent to which those differences are woven into your organisational practice and how those who embody these differences are included into the organisational community.

The following are some starter questions that might prompt some reflection about the place of diversity and inclusion as part of your organisation. *If you would like to have some conversation about some of your reflections or if you would like a more thorough “audit” of where your organisation is at in these areas then contact me to discuss the possibilities!*

## Vision/Mission/Values/Strategy

- Are there commitments to diversity clearly stated in your foundational statements?
- Are your leaders able to articulate WHY diversity might be an organisational commitment?
- Do you have any clear targets for progressing diversity hopes in your organisation?
- How do you gather information or evaluate how you are going as an organisation in regards to diversity and inclusion?

## Communities/customers/stakeholders

- Communications – how is diversity seen in the last 5 publications or communications your organisation initiated?
- Do you know your current demographic reality for the wider community beyond your organisation with whom you are communicating – eg who receives news etc?
- Do you have clarity about the communities in which you would like to broaden your reach?

## Staff

Are your commitments to diversity seen in any of the following areas of caring for your staff

- recruitment?
- policies around leave with pay? or leave without pay?
- conflict resolution?

## Events/celebrations/traditions

- What range of things does your organisation celebrate?
- What have been the focus of the last 5 events you organised?
- Do you have any traditions or regular practices in your organisation?