

Diversity, Equity, and Inclusion Spectrum Tool (Modified)



The Diversity, Equity and Inclusion (DEI) Spectrum Tool helps assess where an organization is on its DEI journey and to identify potential areas for future work.

The tool describes organizational components at different points along the DEI continuum for thirteen different dimensions of DEI work:

DEI Vision	Policies	Diversity	Decisions
Commitment	Infrastructure	Data	Accountability
Leadership	Training	Community	Inclusion
			Accessibility

DEI is a complex process, and every organization’s DEI journey is unique.

The scale focuses on five points along the DEI continuum – “Not Yet Started,” “Ready to Start,” “Launched,” “Well on the Way,” and “Exemplary/Leading” – but few organizations’ DEI experiences will fit neatly into these stages.

The descriptions of organizational characteristics at each point in the process are intended to serve as guideposts rather than fixed stages. Users are encouraged to place a dot on the arrow underneath each DEI dimension to indicate where the organization is on the continuum in relation to the guideposts.

DEI Component	Not Yet Started	Ready to Start	Launched	Well on the Way	Exemplary/Leading
DEI Vision	Does not see DEI as relevant to its work	Recognizes the importance of DEI to its work and is contemplating its next steps	Recognizes the importance of DEI to its work and is in the process of developing a shared DEI vision	Has developed a shared DEI vision and is working to align the organization's programs and operations with this vision	Has integrated DEI in organizational mission and vision statements which are actively being used to guide the organization's programs and operations
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Commitment	Does not have an interest in advancing its DEI work	Is interested in advancing its DEI work and is considering how to do so	Is interested in advancing its DEI work and has put some strategies or actions in motion	Is actively engaged in advancing its DEI work	A commitment to DEI is fully institutionalized throughout the organization both internally and externally
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Leadership	Members of management or staff have not taken leadership on DEI issues	A few members of management or staff are leading the DEI discussion	A DEI point person or team is leading the organization's DEI work	All levels of management and staff are taking leadership on DEI issues	Organization is a DEI leader and is helping to build the field and best practices; leadership demonstrates accountability to clients, constituents, stakeholders
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Policies	Does not have any DEI-related organizational policies (beyond non-discrimination policies)	Does not have, but is interested in developing, DEI-related organizational policies (beyond non-discrimination policies)	May have some DEI-related language in some of its organizational policies	Has DEI policies and/or an organizational DEI plan but may be unclear about how to operationalize it	Has DEI policies and an organizational DEI plan with clear goals, strategies and indicators of progress
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Infrastructure	Has not had internal discussions about the organization's DEI work	Has had some internal DEI discussions, but doesn't have an infrastructure to guide the organization's DEI work	Individuals or small groups are guiding internal DEI discussions but aren't integrated into the organization as a whole	Has internal committees, affinity groups or other formal structures focused on integrating DEI issues into the organization's work	Work on DEI issues is integrated into every aspect of organizational culture and infrastructure
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Training	Has not done any training related to DEI	Is contemplating doing organizational DEI training; individual staff may have done some initial training	Some staff have participated in DEI-related training	All management and staff are involved in DEI training and capacity building	Fosters ongoing DEI training, growth and leadership among management and staff in line with an equity plan/strategy; staff are held accountable to DEI-related practices
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Diversity	Doesn't see diversification of staff as a priority; may be paralyzed by the perceived challenges or view it as unattainable	Has had initial discussions about and values the idea of diversifying its staff	Beginning attempts to diversify its staff but may not know how to do it effectively or have strategies and systems in place; may not result in growing diversity	Actively works to increase diversity of staff, resulting in growing diversity; has begun to identify and institute retention strategies for diverse staff	Has policies and strategies for strengthening and maintaining organizational diversity; staff represent the diversity of the community it serves; effective retention strategies are implemented
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Data	Does not collect demographic data in its programmatic or operational work	Does not collect demographic data in its programmatic or operational work, but views this as a future goal	Collects some demographic data in its programmatic or operational work, but not in a systematic or comprehensive way	Collects and disaggregates comprehensive demographic data in its programmatic and operational work but may not know what to do with the information	Routinely collects, disaggregates and analyzes demographic data for all programmatic and operational work; uses the information in planning and decision-making
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Community	Doesn't express interest in building stronger partnerships with communities facing disparities; may see it as unrealistic or unimportant to the organization's mission	Values the idea of building partnerships with communities facing disparities, but may not know how or have relationships to draw upon	Is beginning to build partnerships with communities facing disparities but has not yet established accountability to and meaningful partnerships with these communities and may approach it in a tokenistic way	Actively works to build partnerships and trust with communities facing disparities; working to understand how to provide value and support to these communities	Has strong, mutually beneficial, accountable and equitable partnerships with diverse organizations and leaders from communities facing disparities
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Decisions	DEI considerations do not factor into decision-making	Interested in factoring DEI considerations into decision-making, but may view it as an option or an add-on to core decision-making considerations	Decisions are occasionally influenced by DEI considerations in an ad hoc way	Decisions regarding organizational policies, practices and resource allocation are informed by DEI considerations	Decisions regarding organizational policies, practices and resource allocation are systematically guided by DEI considerations
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Accountability	DEI-related metrics are not included in evaluations of staff or programs or in organizational accountability mechanisms	May recognize the value of including DEI-related metrics in evaluations of staff or programs or in organizational accountability mechanisms, but has not made any plans to do so	Is preparing to include or is currently including DEI-related metrics in a few aspects of the organization, such as staff and/or board representation or evaluations of specific projects	Some of the organization's standard evaluation and accountability mechanisms include DEI-related metrics	All evaluation and accountability mechanisms for the organization, its projects, programs, management and staff include specific DEI-related metrics
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<p>Inclusion</p>	<p>No explicit effort is made to create an inclusive atmosphere for staff members from communities facing disparities</p>	<p>Values the idea of being an inclusive organization but tries to achieve this by encouraging staff members from communities facing disparities to participate in the dominate culture</p>	<p>There is an appreciation of the voice and the perspective of staff members from communities facing disparities, particularly in relation to the organization's DEI work, but they are still expected to conform to the dominate culture.</p>	<p>The voice of staff members from the communities facing disparities is valued and is integrated into aspects of the organization; the organization is in transition from a dominate culture to an inclusive/multicultural culture</p>	<p>All staff members feel valued and all aspects of the organization reflect the voice, contributions, and interests of the multicultural constituency; the organization has transitioned to an inclusive/multicultural culture and has created systems, policies, and practices to maintain this culture</p>
<p>Accessibility</p>	<p>No explicit effort is made to make the workplace, tools or programs for staff, clients, or communities who face disparities accessible. Barriers to accessibility include language, cultural, physical, social, behavioral, emotional, and cognitive attributes that are different from the dominant culture's assumed abilities.</p>	<p>Values the idea of being accessible but tries to achieve this by encouraging staff, clients, and communities to participate in the dominate culture.</p>	<p>There is an appreciation of the barriers of staff, clients, and communities facing disparities but they are still expected to conform to the dominate culture.</p>	<p>The barriers facing staff, clients, and community members are valued and are integrated into the aspects of the organization; the organization is in transition from dominant culture to an accessible organization that values individual talents, gifts, and abilities.</p>	<p>All staff, clients, and community members feel valued and all aspects of the organization remove all barrier to engagement and success. Staff, clients, and community members are welcomed and engaged in a process of continual improvement across all systems and procedures in order to ensure that barriers do not re-emerge.</p>