

DEI TOOL: SELF-ASSESSMENT

Nonprofit boards can use the tool below to assess how effectively they are addressing DEI. You can also visit alicekorngold.com to take a survey to see how your board's DEI practices compare with other nonprofits.

Companies can also use this tool to understand how to advance DEI.

| | <i>Stuck</i> | <i>Work to do</i> | <i>All systems go</i> | <i>Progress!</i> |
|--|--|--|--|---|
| DEI Focus | Board is not interested. | DEI is discussed, but actions and results are limited. | Board and CEO are deeply committed and engaged in strategy and oversight. | Board and CEO are seeing results from 15+ months of focus. Keeping foot on the gas. |
| Board/Executive Leadership <ul style="list-style-type: none"> • Composition • Inclusion • Leadership • Measured | 1. Discussion: NO 2. Open to change: NO | 1. Discussion: SOME 2. Results: LIMITED | 1. DEI on board agendas: YES 2. Commitment: YES 3. Strategy: YES 4. Oversight: YES 5. Metrics & Accountability: YES 6. Results: SOME | ONGOING 1. DEI on board agendas: YES 2. Commitment: YES 3. Strategy: YES 4. Oversight: YES 5. Metrics & Accountability: YES 6. Results: YES |
| Staff/Workforce <ul style="list-style-type: none"> • Composition • Inclusion • Leadership • Measured | 1. Discussion: NO 2. Open to change: NO | 1. Discussion: NO 2. Oversight: NO | 1. DEI on board agendas: YES 2. Commitment: YES 3. Strategy: YES 4. Oversight: YES 5. Metrics & Accountability: YES 6. Results: SOME | ONGOING 1. DEI on board agendas: YES 2. Commitment: YES 3. Strategy: YES 4. Oversight: YES 5. Metrics & Accountability: YES 6. Results: YES |
| Values/Strategy <ul style="list-style-type: none"> • Values • Core Strategy • Programs/ Services • Measured | 1. Discussion: NO 2. Open to change: NO | 1. Discussion: SOME 2. Results: LIMITED | 1. DEI on board agendas: YES 2. Board, CEO, & staff all engaged: YES 3. Commitment: YES 4. Strategy: YES 5. Oversight: YES 6. Metrics & Accountability: YES 7. Results: SOME | ONGOING 1. DEI on board agendas: YES 2. Board, CEO, & staff all engaged: YES 3. Commitment: YES 4. Strategy: YES 5. Oversight: YES 6. Metrics & Accountability: YES 7. Results: YES |

Download full report at AliceKorngold.com
 Insights for Action 2020: DEI-Lessons for Business from Nonprofit Boards