

Equi**Table** HR

DEIAB Audits, Advisory, and Training Services

Working with leaders and organizations to give everyone a seat AND voice at the table

[Learn More](#)

DEIAB AUDIT

ORGANIZATIONAL SELF-APPRAISAL

This questionnaire is a self-appraisal that will provide you the opportunity to get a **snapshot** of your organization's policies, practices, and programs through a lens of equity for all your employees. To ensure an accurate appraisal, it is critically important you are candid in your responses. Understand that every organization is in a different place in this process.

1. *Complete this appraisal, and then ask others at different levels to complete it.*
2. *Compare and contrast the similarities and differences.*

Check the box that best represents your organization's current state.

Statement	Yes (3)	No (2)	Unsure (1)	NO (0)	N/A
<i>The executive leadership in my organization demonstrates their dedication to Diversity, Equity, Inclusion, Accessibility and Belonging (DEIAB).</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>My organization's job postings are inclusive and transparent.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>My organization has the resources - time, talent, and treasures dedicated to making sure DEIAB is successful and sustainable.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>In my organization, interviewers are supported with the necessary resources to ensure fair interviewing and hiring practices.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>My organization's time off policy is designed to be inclusive for all employees.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>The compensation structure in my organization is fair and equitable for everyone.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>My organization's training plan includes DEIAB training.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>My organization has clearly outlined career paths for all employees.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>My organization has a</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

process in place to evaluate
the effectiveness of its
DEIAB) initiatives.

TOTALS

How did you do?

To learn more about what your score reflects for your organization, schedule a free consultation at www.EquiTable-HR.com

Please let us know how best to reach you! (This is optional, and we are committed to protecting your data.)

Quick Contact Info

mechelle@equitable-hr.com

317-839-2895



