



UWPC Diversity, Equity & Inclusion (DEI) Assessment

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In line with United Way of Pierce County's Value Statement - *the power of community, diversity and inclusion* - we have added this DEI Assessment as part of the 2020-2022 Community Impact Investment process to ensure UWPC's investments support organizations working to give all people in Pierce County access to the opportunities necessary to meet their basic needs, advance their well-being and achieve their full potential.

UWPC believes that circumstances should not dictate opportunity. However, we recognize that socio-economic, geographic, racial and other disparities affect our communities. UWPC is committed to working with organizations to create and maintain inclusive environments that are curious about, welcoming to and supportive of differences in the pursuit of shared community aspirations by understanding, honoring, engaging and including the richness and diversity of communities served.

We realize that organizations may be at different points along the continuum for equity in service delivery. There is no wrong or right place to be on the continuum; however, UWPC is expecting to see progress year over year. We appreciate your transparent and frank self-assessment. UWPC staff is available to help support organizations in improving their DEI work.

Organization: *

Full Name of Person Completing Assessment: *

Title of Person Completing: *

Email for Person Completing: *

DEI Outcomes & Goals

What goals and outcomes are you trying to accomplish and why are they important? Be clear about the desired end conditions in the community and emphasize those areas where your organization/program/project has the most direct influence. When you align community indicators, strategies and performance measures, you maximize the likelihood for impact.

1) Has your organization made a public commitment to equity in service provision, and do you have equity-focused goals and outcomes? *

- ☐ No, we have not done this yet
- ☐ We have begun talking about this
- ☐ We are well underway, but have not put into use
- ☒ Yes, we have made a public commitment to equity and have clear goals & outcomes

If yes, please briefly describe your equity-focused goals/outcomes:

0/250 words

Data Analysis

Data should be used to identify which marginalized communities you should engage in this journey toward greater equity and inclusion. You should research, identify and collect performance level data disaggregated by demographic group (race, place, etc.). Data gaps and barriers to collection should be noted. Resources and methods to collect this data should be a part of the strategies/goals/outcomes you propose as a result of this process.

2) Has your organization researched - and do you collect - data on racial and other disparities to identify those most negatively impacted? And do you USE this data to inform how you operate your programs? *

- ☐ No, we have not done this yet
- ☐ We have begun researching and/or collecting this data
- ☐ We have researched and are currently collecting, but have not put into use
- ☒ Yes, we have researched and we collect this data and are using it to inform practice

If yes, please briefly describe what the data has shown you and any changes you have made as a result:

0/300 words

Community Engagement

It is not enough to review data and assume how a program or practice might impact a community. Involving communities impacted by a topic, engaging community throughout all phases of a project, and maintaining clear and transparent communication as the program or practice is implemented will help produce more equitable results.

3) How do you engage the community - particularly people from marginalized populations - in providing feedback and insights on achieving equity in service provision? *

- ☐ No, we have not done this yet
- ☐ We have begun talking about how to do this
- ☐ We have engaged the community, but we have not put into use
- ☒ Yes, we have engaged the community and have made adjustments based on feedback

If yes, please briefly describe what feedback you've received and any changes you have made as a result:

0/300 words

Staff Engagement

Providing your employees with the tools to identify unconscious bias and training on cultural competence is important to ensure that everyone is welcoming to and respectful of all members of the community. It is critical that your participants feel comfortable and valued by everyone on your team.

4) Does your organization work to build individual self-awareness around unconscious bias with your staff so employees are able to recognize, respect and honor differences to effectively build relationships with clients? *

- ☐ No, we have not done this yet
- ☐ We have begun talking about this
- ☐ We are well underway, but have not put a plan in place to ensure sustainability and growth
- ☒ Yes, we have work with our staff to develop self-awareness and ensure continued improvement

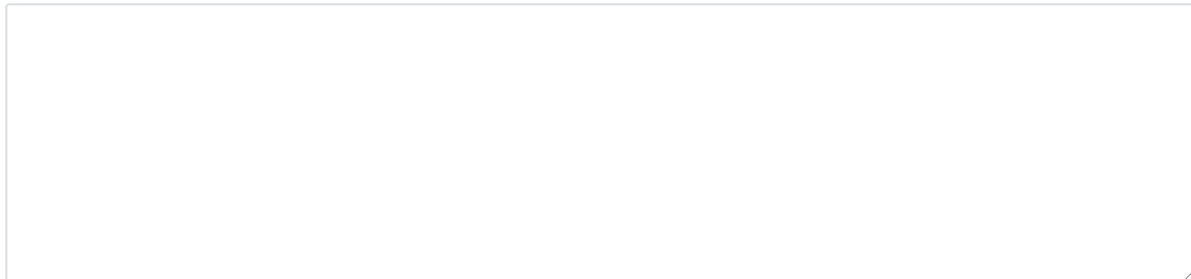
If yes, please briefly describe how you have developed employee self-awareness and plans for sustainability and growth.

0/300 words

Accountability

Just as data is critical in analyzing potential impacts of a program or practice, data will also be important in determining whether the program/practice works as designed. Developing mechanisms for collecting data and evaluating progress will help measure whether or not equity is being advanced.

5) How will you continue to partner and deepen relationships with communities of color and other marginalized populations to ensure your program/project is providing equitable services and is sustainable for the long haul? *



0/500 words

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