



# MASTERING CULTURAL DIFFERENCES

## How Developed Are Your DEI Initiatives?

Research shows that most companies struggle to implement successful diversity, equity, and inclusion (DEI) initiatives despite the fact they recognize the importance of integrating DEI into their business strategy.

For the purposes of this survey, we define DEI as follows:

### **Diversity:**

The presence of underrepresented groups in terms of race, ethnicity, gender, sexual orientation, religious affiliation, ability, and many other aspects of an individual's identity.

### **Equity:**

The degree to which your organization has practices and policies in place that guarantee all groups enjoy equal opportunities in areas such as pay, career advancement, access to training and development, participation in mentorship programs, etc.

### **Inclusion:**

How valued and welcomed all individuals, including those from underrepresented groups, feel. Individuals feel they truly belong in the organization and can perform their best.

Take Mastering Cultural Differences' short **DEI Initiatives Assessment**<sup>®</sup> to find out how developed your organization's DEI initiatives are.

*Luíza Dreasher*



**MASTERING  
CULTURAL DIFFERENCES**

Expert Strategies for Creating Diverse and Inclusive  
Organizations

## Part 1: Assessing Your DEI Initiatives

For each of the statements below, **CLICK** on the option that best describes the state of DEI in your organization.

|   |  | Completely Agree | Somewhat Agree | Disagree |
|---|--|------------------|----------------|----------|
| 1 | DEI is weaved through <b>all aspects</b> of the organization (i.e., strategic plan, recruitment, compensation, work-life balance, etc.), and it is clear that DEI is a priority in the organization. |                  |                |          |
| 2 | Leaders are held accountable and evaluated on their performance toward accomplishing pre-established DEI goals.  |                  |                |          |
| 3 | All employees are trained to deliver culturally competent services and work well across social and cultural differences.   |                  |                |          |
| 4 | In relation to DEI, there is a clear sense of what data is needed and how it will be collected.  |                  |                |          |
| 5 | The leadership provides frequent updates regarding successes, barriers, and challenges related to DEI.   |                  |                |          |
| 6 | In addition to anti-bias training, the organization offers programs on addressing microaggressions and how to have difficult conversations,  |                  |                |          |
| 7 | Employees are trained in how to engage in productive dialogues about race and how they can step in as allies.  |                  |                |          |

## Part 2: Calculate Your Score

1. Add the number of CHECKMARKS in each column.

Number of times you checked COMPLETELY AGREE: \_\_\_\_\_

Number of times you checked SOMEWHAT AGREE: \_\_\_\_\_

Number of times you checked DISAGREE: \_\_\_\_\_

2. Multiply your responses in each column as follows:

Number of COMPLETELY AGREE responses x 5= \_\_\_\_\_

*For example, if you checked this column 3 times, your number of points is 15 (3 X 5= 15)*

Number of SOMEWHAT AGREE responses x 3= \_\_\_\_\_

Number of DISAGREE responses x 1= \_\_\_\_\_

TOTAL: \_\_\_\_\_

3. Take your total score from STEP 2 and add **60 points** to it.

4. My organization's final score is: \_\_\_\_\_

### Part 3: What it Means

#### Between 88 and 100 points

Congratulations! Your organization has a highly advanced DEI strategy. DEI is embedded in the culture of the organization, and it is a priority for the leadership. The organization makes use of analytics to measure success. DEI initiatives contribute to the achievement of the organization's goals.

#### Between 73 and 87 points

Your DEI initiative is somewhat developed. While the organization has implemented some DEI initiatives there is no consistency. It is more like a piecemeal style. DEI is valued as somewhat important but there is not much being done in terms of assessing and measuring success.

#### Below 72 points

Your DEI initiatives are underdeveloped or in the beginning stages. Not much has been done to develop or implement DEI initiatives. The few initiatives that have been attempted are not integrated into the organization's goals. DEI primarily focuses on compliance. There is no understanding of the importance of DEI and the role it can play in positioning the organization in the marketplace.

### Next Steps

If you would like to discuss your results, schedule a **FREE strategy session** with me. You will leave with some ideas you can implement so you can improve your DEI initiatives.

Here is the link: <https://calendly.com/chat-with-luiza/60-min>