

Assessment Questions

How to get started:

Along with your department, select a question from each category below. You must answer the questions with an asterisk.

Development and Evaluation:

- ***What progressive career opportunities are your department creating for employees that hold historically marginalized identities?**
- Do all employees in your area have a long-term plan that has been developed in conjunction with their supervisor?
- Have you participated in Equity and Diversity Training at MSU Denver? If yes, which ones, what did you learn, how long ago did you take them?
- How do you invest in the future of historically marginalized employees in your department?

Workplace Culture:

- ***How is feedback practiced or encouraged in your area? How is feedback regarding equity practiced in your area? How is feedback regarding equity received in your area?**
- Are there a secure means of communication you can utilize to bring up questions or concerns around equity and social justice to your supervisor?
- Has our department conducted a diversity/equity climate assessment or survey?
- Are department leaders accessible and willing to guide towards solutions?
- Are individuals from different identities represented within our unit leadership and management? Do individuals from different identities feel a sense of belonging?

Accountability:

- ***How is your department acknowledging unintended harm while making decisions and possibly silencing the voices of diverse/historically marginalized?**
- How have departmental conflicts and disputes been addressed pertaining to equity and diversity?
- Is the department aware of the resources on campus for addressing discrimination or departmental disputes/conflicts? (i.e., Office of Diversity and Equal Opportunity, University Ombudsperson, Center for Multicultural Excellence)
- Are department leaders meeting regularly with diverse groups in their area or on campus to listen, learn, and actively dismantle oppressive systems?
- Do you know what your departmental DEI initiatives are? What members in your department meet on those DEI initiatives?
- Have you witnessed tokenizing behaviors in your department? What actions are being made to prevent tokenization?
- How has your department participated in interest convergence? How do you navigate discussions around interest convergence?

Celebrating and Uplifting:

- ***What behaviors have your supervisor exhibited that re-affirmed your value and worth within your position?**
- What behaviors have your colleagues exhibited that re-affirm your value and worth within your position?
- Are people from marginalized identities given space to develop and work on initiatives and projects of their interest?

- How often have you celebrated individuals from different identities?
- How often has your department nominated a colleague from historically marginalized backgrounds for an award (external or internal awards)?

Department Functionality: (Structure)

- ***Is diversity, inclusion and equity included in the department's strategic planning and decision-making process?**
- Are individuals from different identities represented within our unit leadership and management?
- How do your department leaders create a community approach to the department's work?
- Does your department require you to participate in Equity and Diversity Training?
- How does your department implement the training? (Individual effort, team meeting..etc)
- How is DEI implemented and practiced in your department? How is the learning from equity and diversity training incorporated into your work?

Action Plan:

The table below is provided to help groups create and track steps for implementing Equitable Hiring Practices

Action Item:	Action Steps:	Team Members:	Timeline:	Follow update:	Resources needed: