

Diversity, Equity & Inclusion (DEI) Personal Assessment

Purpose: This assessment tool is designed to assist individuals with reflecting on their experiences with engaging in best practices with diverse populations. This personal assessment tool assesses individuals for best practices with diverse populations such as: LGBTQ+ members, Immigrants and English Language Learners, returning citizens, people of color, and people with disabilities.

DEI Personal Assessment aims to :

- **Establish your personal baseline of implementation of best practices across diverse populations**
- **Explore your personal areas of growth when engaging with diverse populations**
- **Develop your personal goals for engagement with diverse populations**
- **Bring awareness to your personal biases**

Definition of Best Practices: According to the OWL Collective Policy & Best Practices Working Group a best practice is a tool, method, or program that is successful, measurable, and replicable across organizations and recognizes that each individual, family, and community has unique needs that come from a historical and social context related to privilege, oppression, and systemic barriers. Best practices work towards interrupting racism and other injustices that we know exist on every level. To access the full definition of best practices as defined by the OWL Collective Policy & Best Practices Working Group click this [link](#).

Disclosure: In order to most effectively assess organizational best practices, it is important for organizational leadership to understand the importance of honest reflection by staff members. Honest reflection and evaluation should be encouraged and supported by organizational leadership in an effort to accurately assess for areas of growth.

Contact Information: If your organization has questions about using this assessment tool, please contact Claire Pope, LNPWI Program Manager at claire.pope@temple.edu

How to use the DEI Personal Assessment

Using the rating scale of **STRONGLY DISAGREE** to **STRONGLY AGREE** or **NEVER** to **ALWAYS**, assess yourself for each item placing an "X" on the appropriate place along each continuum. Under each category, review your responses to identify areas in need of improvement.

Create specific personal goals to address the areas in which you would like to improve.

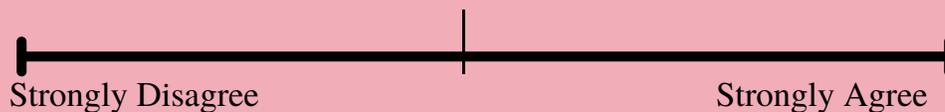
Upon completion of this assessment, you will have a better understanding of the resources that would be most beneficial for you to engage with within the Diversity, Equity & Inclusion Toolkit.

Best Practices with LGBTQ+ community

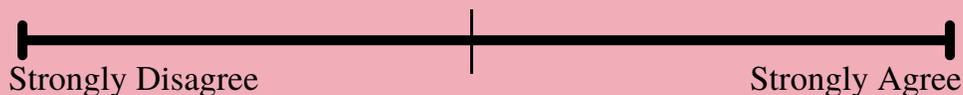
1. I am aware how LGBTQ+ individuals have fought and continue to fight to be equally included in this country



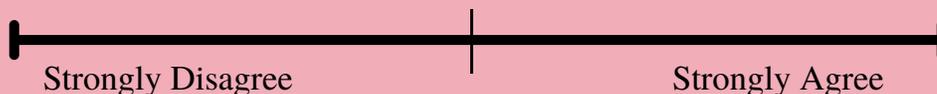
2. I understand the terms "sexual orientation, gender identity, gender fluidity, gender expression"



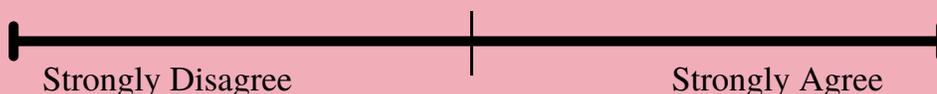
3. I understand the term "personal pronouns"



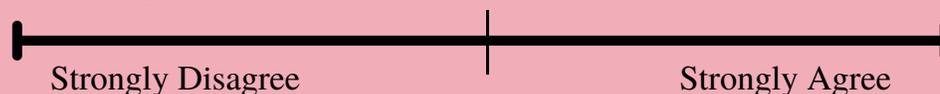
4. I understand the importance of using personal pronouns



5. I am aware of how not using someones pronouns negatively impacts that person

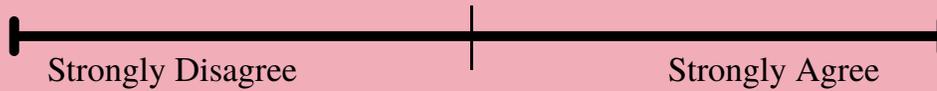


6. I understand how to properly use pronouns

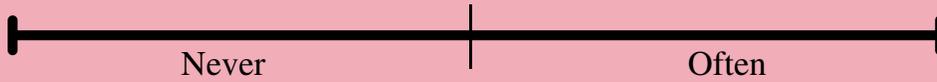


Best Practices with LGBTQ+ community

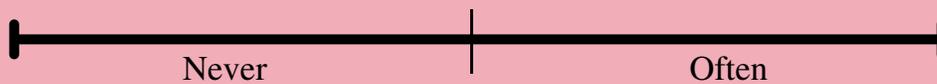
7. I am comfortable with using all personal pronouns (she/her/hers, he/him/his, they/them/theirs/, etc.)



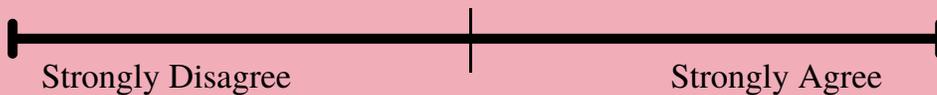
8. I share my personal pronouns when introducing myself in a meeting or regular engagement



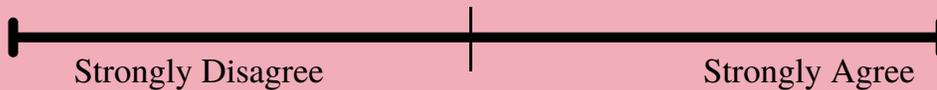
9. I include my personal pronouns on my email signature



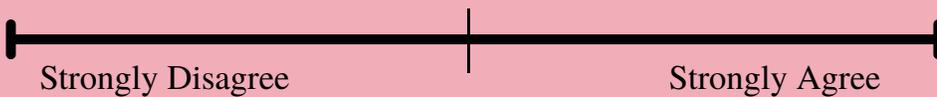
10. I am aware of microaggressions that further perpetuate excluding LGBTQ+ individuals



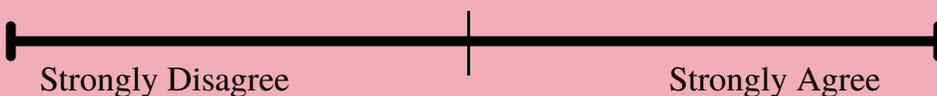
11. I am comfortable with engaging with someone who identifies as transgender



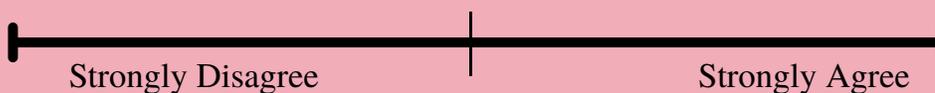
12. My religious beliefs make it difficult for me to be fully accepting of those who identify as being apart of the LGBTQ+ community



13. Regardless of my religious beliefs, I am able to engage with members of the LGBTQ+ community with respect, dignity, and worth



14. I have engaged in personal reflection to assist me in identifying where my personal biases impact my interaction with members of the LGBTQ+ community

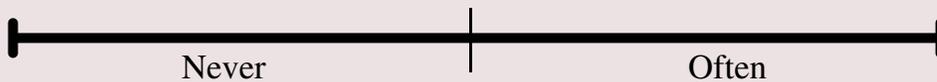


AREAS OF GROWTH

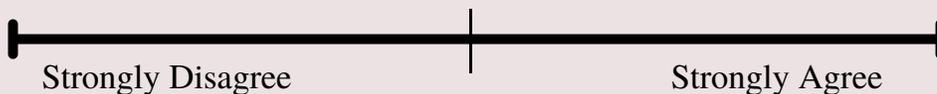
GOALS

Best Practices with Immigrants and English Language Learners

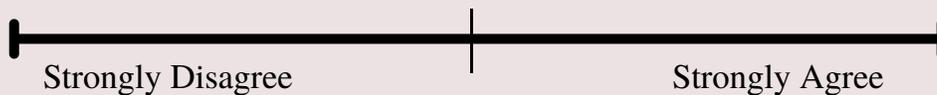
1. I use the term “citizenship status” when referring to one’s legal status as defined by the U.S. government



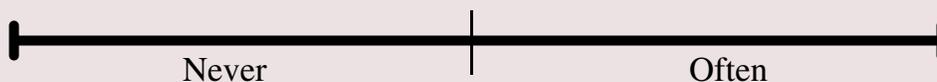
2. I am aware of the process one has to undergo in order to become a U.S. citizen



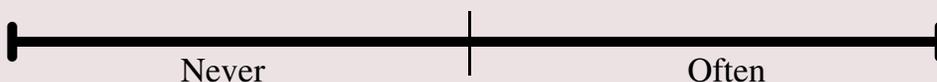
3. I am aware of the numerous citizenship statuses that immigrants can be granted through the U.S. government



4. I use the term “undocumented ” when referring to someone who does not have the same citizenship status as me

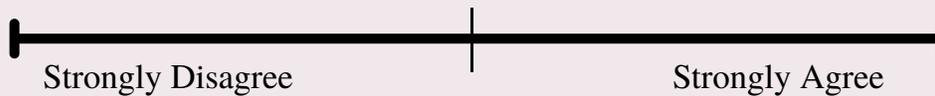


5. I use the term “documented” when referring to someone who has migrated to the U.S. and has been granted legal status

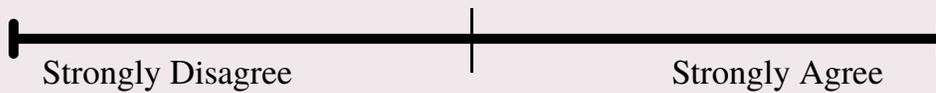


Best Practices with Immigrants and English Language Learners

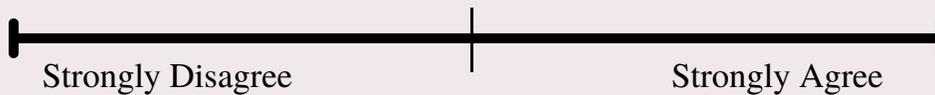
6. I am familiar with terms such as “documented, undocumented, permanent resident status”



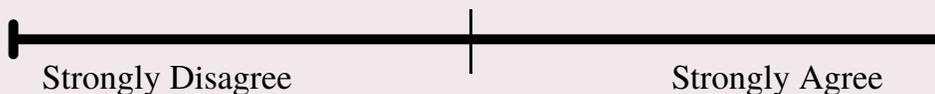
7. My personal values and political beliefs make it difficult to engage with those who are undocumented



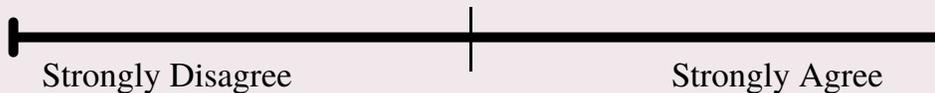
8. I understand the unique barriers undocumented and documented immigrants face in finding employment



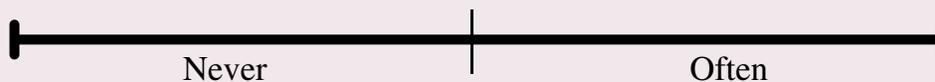
9. I understand that citizenship status is a privilege that most U.S. Citizens take for granted



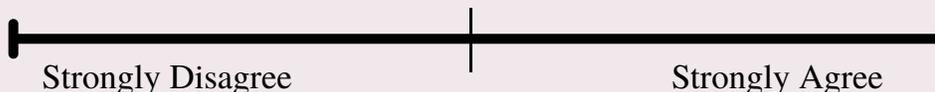
10. I understand how my citizenship status has granted me certain human rights



11. I have thought/imposed bias on those whose first language is not English by feeling like they should be more proficient in the English language



12. I understand that translation services are needed to most effectively engage with English Language Learners

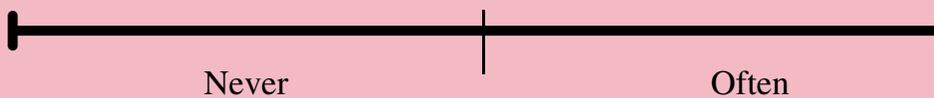


AREAS OF GROWTH

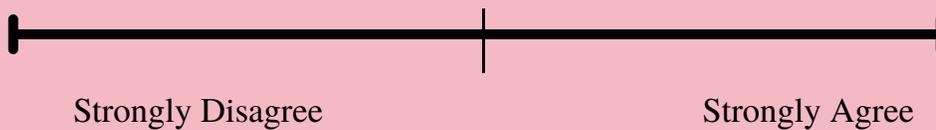
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Best Practices with Returning Citizens

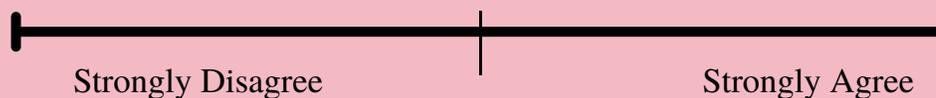
1. I use terms such as "previously incarcerated or returning citizens" when referring to someone who has experiences of being in the criminal justice system



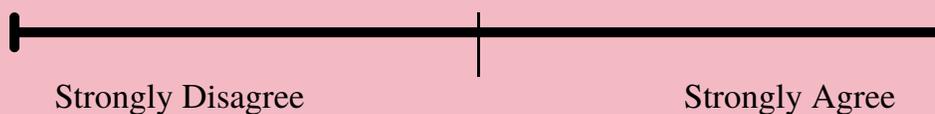
2. I am aware of the barriers returning citizens face when looking for employment



3. I am aware of how returning citizens are often excluded from quality high-paying employment

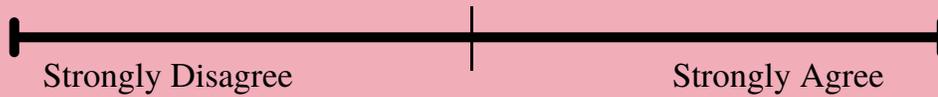


4. I am aware of how racial disparities perpetuate mass incarceration in the U.S.

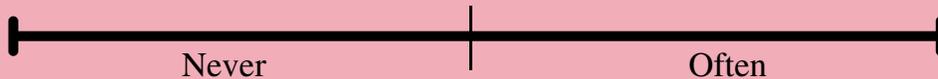


Best Practices with Returning Citizens

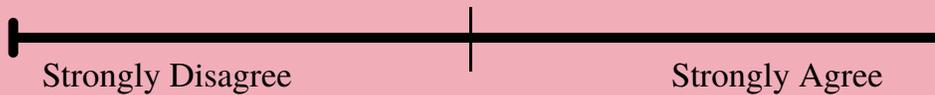
5. I am familiar with the term “second chance hiring”



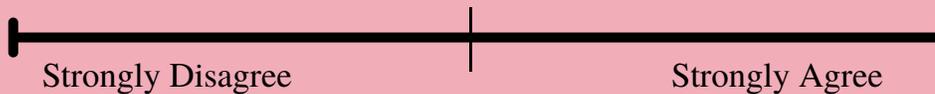
6. I support organizations and companies that impose second chance hiring practices



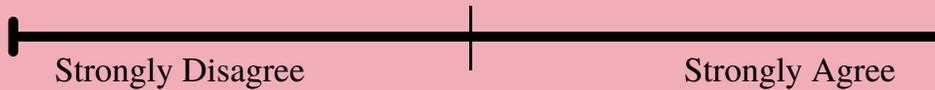
7. I feel returning citizens and previously incarcerated individuals should not be excluded from obtaining high-paying employment opportunities due to their criminal record



8. I understand how having a criminal record negatively impacts employment outcomes for previously incarcerated individuals



9. I feel comfortable interacting with someone who has previously been incarcerated

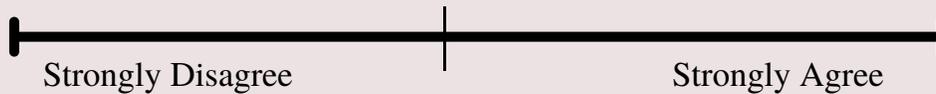


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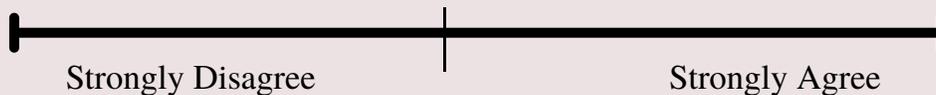
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Best Practices with People of Color

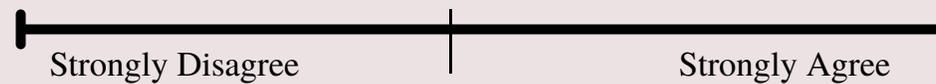
1. I am aware how one's racial/ethnic identity impacts their life on a daily basis



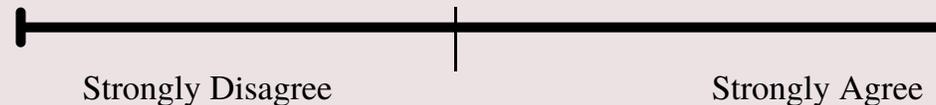
2. I understand the term "racial equity"



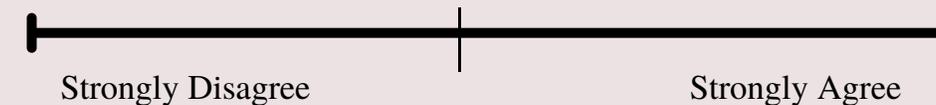
3. I understand how institutional racism affects the lives of individuals on a regular basis



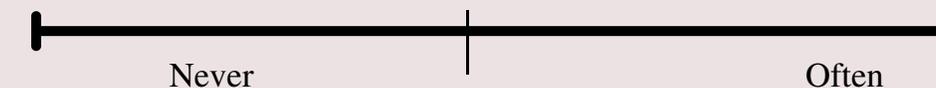
4. I am aware of how certain policies, procedures, and legislation negatively impact people of color



5. I am aware of how my upbringing and social environment has impacted the way in which I interact with individuals of a different ethnicity



6. I have engaged in personal reflection on my upbringing and social environment and how that has impacted who i am today

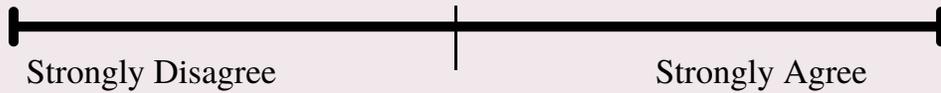


7. I understand the term "racial disparities".

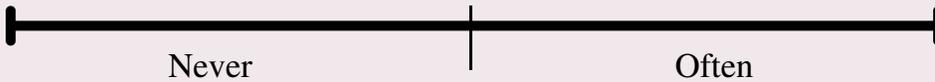


Best Practices with People of Color

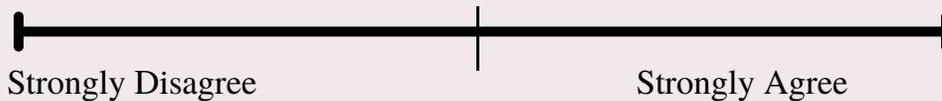
8. I understand the term "racial microaggression"



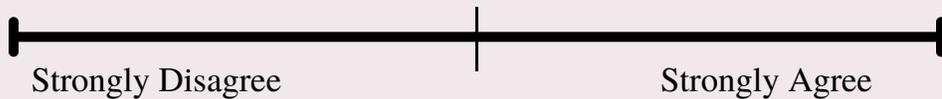
9. I have reflected on ways in which I may unknowingly engage in racial microaggressions



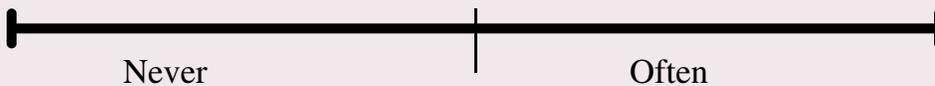
10. I am aware of my own racial biases



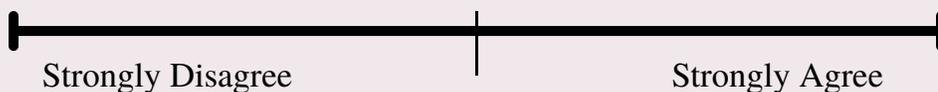
11. I actively engage in material that supports my learning of racism and racial disparities



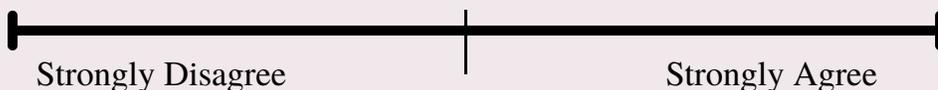
12. I have been discriminated against based on my race



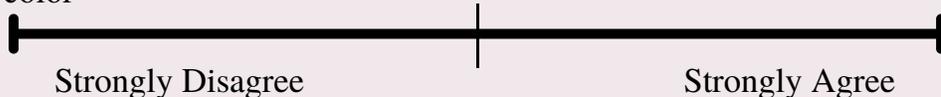
13. Negative experiences with other ethnicities/race outside of my own have lead to personal bias



14. I am aware of how certain internal organizational policies and procedures negatively impact people of color



15. I am aware of how historical and current legislation has and continues to negatively impact people of color



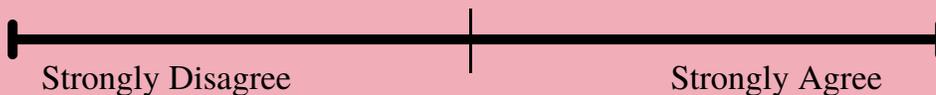
Best Practices with People of Color

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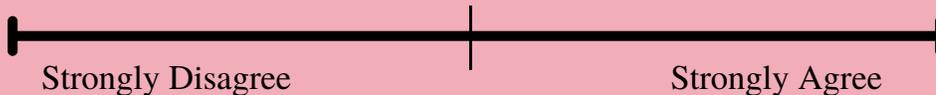
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Best Practices with People with Disabilities

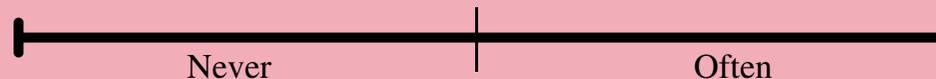
1. I am aware of how people with disabilities have been historically marginalized in the U.S.



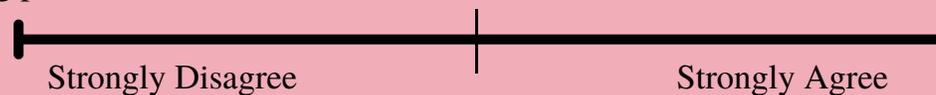
2. I understand the term "person-first language"



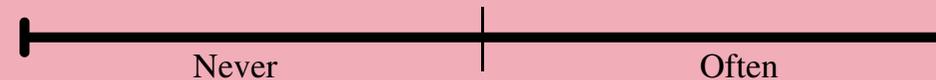
3. I use person-first language when referring/discussing someone who has a disability



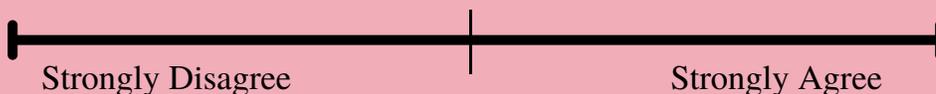
4. I am aware how people with disabilities are often excluded from job opportunities through hiring practices



5. I have imposed bias on a person who has a disability



12. I am familiar with the term "able-bodied"

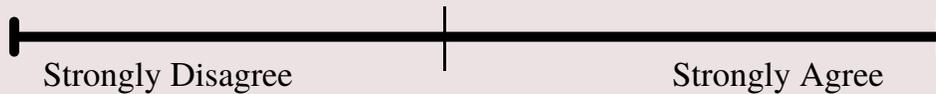


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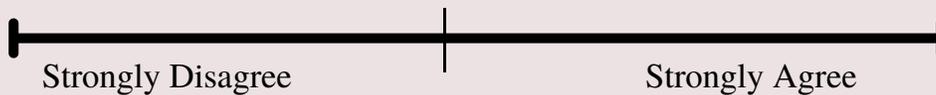
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Best Practices on Self-Reflection of Personal Privilege

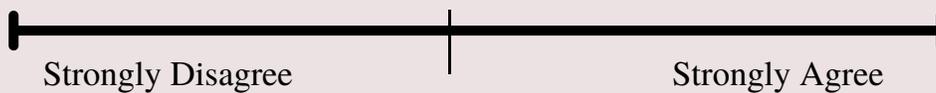
1. I understand the term “privilege” as it relates to my social class identity



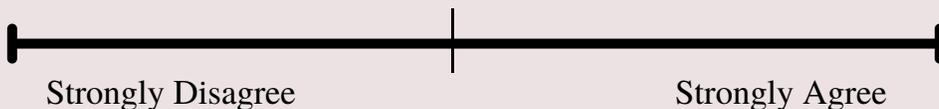
2. I understand the term “privilege” as it relates to my racial/ ethnic identity



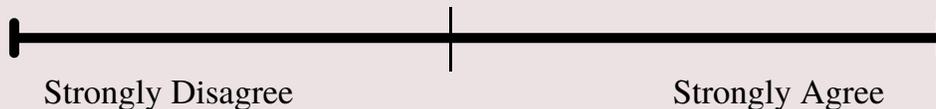
3. I understand the term “white privilege”



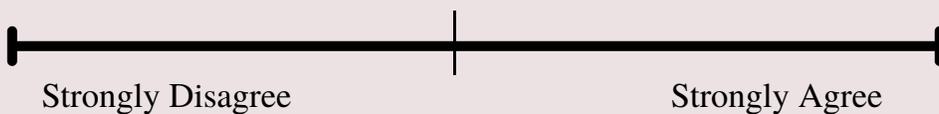
4. I understand how white privilege has impacted my life



5. I am aware of my own privileges

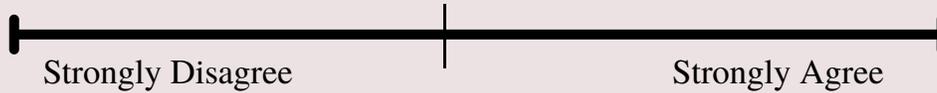


6. I understand the term “privilege” as it relates to my educational attainment

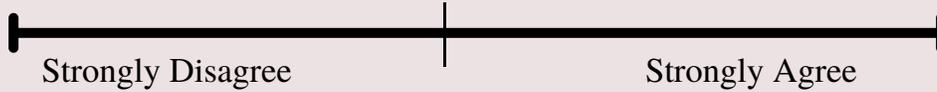


Best Practices on Self-Reflection of Personal Privilege

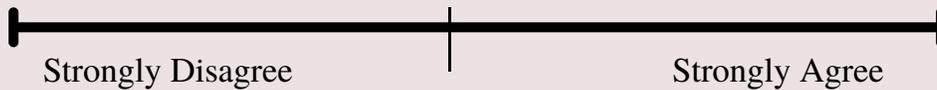
7. I understand the term “privilege” as it relates to my gender identity and sexual orientation



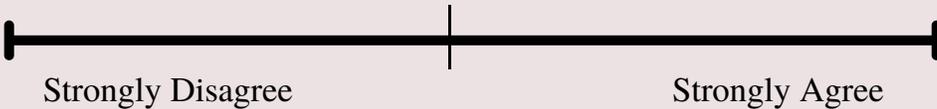
8. I understand the term “privilege” as it relates to my citizenship status



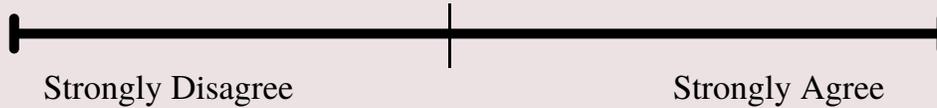
9. I understand how my privileges have allowed/assisted me in being successful in life



10. I have engaged in personal reflection to identify and reflect on my own privileges



11. I am aware how my ethnic/racial identity has played a role in either my success or oppression



AREAS OF GROWTH

GOALS
