

DEI MATURITY JOURNEY

Instructions:

This tool is designed as a starting point for what will be an ongoing internal organizational discussion. After viewing the Leadership Institute Launchpad and conducting a team dialogue guided by the associated discussion guide, please shade the maturity level you feel your organization has reached within each of the categories below.

AREA

READYING THE
WORKPLACE

READY	EARLY STAGE	PROGRESSING	PROFICIENT
<ul style="list-style-type: none"> Does my organization recognize the importance of an inclusive culture and equitable systems in attracting a diverse talent pool? Is my organization willing to “ready the workplace” for a diversity of talent by challenging entrenched assumptions about building a diverse and inclusive workplace? Is my organization committed to doing the work necessary to build an inclusive culture to support a diverse workforce? 	<ul style="list-style-type: none"> Is my organization assessing the current culture? Is my organization taking initial steps to ensure current systems and policies align with principles that support inclusive, equitable and diverse workplaces? Is my organization seeking out solutions and processes to support the onboarding of new talent? 	<ul style="list-style-type: none"> Does my organization deploy systems and processes to promote an emerging inclusive and equitable culture to support and retain a group of talented applicants? Is my organization actively aligning systems and policies with commitment to diversity, equity, and inclusion? Is my organization implementing data collection methods to track key DEI metrics, such as the Camber Survey System? 	<ul style="list-style-type: none"> Does my organization have an inclusive culture embedded in every aspect of the organization? Does my organization have fully integrated equitable systems necessary to attract and retain diverse applicants? Does my organization use data to guide the staffing and HR systems employed by the organization?

*HIRING &
ONBOARDING*

- Does my organization understand the value of inclusive hiring practices?
- Is my organization willing to assess, recognize and address inconsistencies in pay equity across job classes?

- Is my organization reviewing current employee hiring decision methods to assess if they are inclusive and equitable?
- Is my organization consulting wage and benefit studies within the Outdoor Recreation Economy?

- Does my organization have hiring decisions, policies, practices, and human resource strategy that are informed and guided by inclusive, equitable systems and processes?
- Does my organization use Labor Market Data to analyze and recognize wage and benefit trends across various industries?

- Does my organization fully vet all hiring decisions through a strategic, equitable and measurable process?
- Does my organization provide equitable wage and benefit offerings based on labor market data?
- Does my organization frequently revisit offerings to remain equitable and aligned with current labor market trends?

RETENTION

- Does my organization recognize that pay and benefits disparities exist across different cultures, genders and other employee groups?
- Does my organization acknowledge the need for a fair and equitable performance evaluation system?
- Is my organization interested in establishing retention strategies to build employee engagement and loyalty?

- Has my organization begun to study internal pay equity disparities?
- Is my organization assessing the current performance appraisal system and promotion strategies to create equitable evaluation and advancement opportunities across employee groups?

- Is my organization actively working to establish equity in compensation (pay and benefits) company-wide?
- Has my organization developed performance appraisal and other advancement systems to create equity, enhance retention, and enable inclusion in opportunities across employees of various backgrounds and identities?

- Has my organization fully embedded and operationalized policies and strategies that strengthen and maintain equity and inclusion across the organization?
- Has my organization developed and implemented data-driven strategies that support retention and advancement that are responsive to staff needs?
- Does my organization use key metrics as indicators for employee performance and long-term retention?