Tools and Resources from DEI 301

It is encouraged that you watch the recording of DEI 301 for explanations of each resource. The DEI 301 recording can be found here.

Diversity: Tools for Organizational Diversity

- Cultural SWOT Analysis
  - A cultural SWOT analysis identifies cultural strengths, weaknesses, opportunities and threats that lead to fact-based analysis, fresh perspectives and new ideas.
  - **Strengths** - Strengths describe what an organization excels at and what puts them a step above their competition.
  - **Weaknesses** - Weaknesses stop an organization from performing at its optimum level, these are areas where the business needs to improve to remain competitive in their field.
  - **Opportunities** - Opportunities refer to favorable external factors that could give an organization a greater competitive advantage.
  - **Threats** - Threats refer to factors that have the potential to harm an organization. These can look different for each business but could include cost of materials, increased competition, labor supply, etc.

Inclusion: Tools for Organizational Inclusion

- Inclusive Policy/Policy Review
  Questions to consider when crafting policy:
  - Does the policy align with our purpose and goals?
  - Does this policy clearly and effectively communicate the values of the business?
  - Does the policy have the impact that was initially intended?
  - Does the policy follow local, state, and/or federal guidelines?
  - Is the policy easily implemented?
  - Is the language of the policy inclusive of all people?

Equity: Tools for Organizational Equity

- Strategic Planning
  - Strategic Planning can help create a vision and/or goals for the business to achieve measurable outcomes
  - Tools to guide development of a strategic plan can include:
    - A SWOT Analysis
    - Conducting needs assessments with those who are employed as well as those you serve
    - Identifying measurable short-term objectives, goals and initiatives
    - Planning long-term and future goals