



DEI IQ™ QuickTake

Setting a baseline is key to any organization’s strategy. This short quiz, developed by Ragan Consulting Group and Employera, will give you a snapshot of where your organization stands on key elements of DE&I and identify gaps you should address on the path to becoming truly diverse, equitable and inclusive.

Assess your DE&I efforts on a 10-point scale, with 1 being “we’re just getting started” and 10 being “we’re best in class.”

1. Diversity metrics

We have established DE&I goals that are measured, reported and acted upon.

1 2 3 4 5 6 7 8 9 10

Score: ____

2. Policy

We have equitable policies that address compensation, promotion and opportunity parity for our employees, and there are consequences for those who do not align with company values and our code of conduct.

1 2 3 4 5 6 7 8 9 10

Score: ____

3. Governance

We have senior executive accountable for DE&I efforts across our business. We have a dedicated team, employee-led council, and/or other means of governance across our various business units and channels.

1 2 3 4 5 6 7 8 9 10

Score: ____

4. Plan

We have a written DE&I strategy and plan, with clear short-term and long-term actions we are committed to invest in, as well as timelines and a dedicated budget.

1 2 3 4 5 6 7 8 9 10

Score: ____

5. Diverse recruiting

We have many external partnerships with community organizations, i.e., Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs), etc. We are intentional with inclusive job descriptions, diverse slate candidate interviewing processes, and fold DE&I content into the candidate experience.

1 2 3 4 5 6 7 8 9 10

Score: ____

6. Internal programs

Employees have access to inclusive health benefits, training, respect for various holidays, cultural moments, employee resource groups and engagement surveys for ongoing feedback that get reviewed by our senior leadership.

1 2 3 4 5 6 7 8 9 10

Score: ____

7. Internal communications

We use inclusive language, our visuals and videos are representational and we constantly infuse DE&I into our content in leader meetings, digital workspaces, employee stories and general communications.

1 2 3 4 5 6 7 8 9 10

Score: ____

8. External perception

When people visit our company website and careers site, our language and visuals are inclusive and representational. We have a Diversity Report, we are transparent externally about our programs, metrics and efforts. Our work is reflective in Glassdoor posts from current and past employees. We have won DE&I-related awards. Our press releases and blogs are inclusive and representational.

1 2 3 4 5 6 7 8 9 10

Score: ____

9. Community engagement

We are intentional about incorporating DE&I into our community volunteering, outreach and other efforts. Leaders and employee resource groups are involved with the community as we understand we need to do more than state our positions and donate money to truly make a difference in society.

1 2 3 4 5 6 7 8 9 10

Score: ____

10. Action on findings

We are committed. We actively listen and take feedback and recommendations seriously. Where we have gaps, we take responsibility and take action.

1 2 3 4 5 6 7 8 9 10

Score: ____

11. Change-readiness

We understand DE&I is a business transformation and we are change-ready. Our leaders are open, coachable and fully committed to DE&I over the long haul.

1 2 3 4 5 6 7 8 9 10

Score: ____

12. Employee experience

We have a diverse employee population. We trust our leadership and management, as they have proven they understand and are willing to do what it takes to make our culture inclusive. Our employees report that they feel seen, heard and valued across the organization.

1 2 3 4 5 6 7 8 9 10

Score: ____

Add up your scores

Total: ____

Understanding your score

101 & up	Well done! You are on your way to becoming a fully inclusive organization.
76-100	Not bad, but there's still work to be done.
51-75	Get off the fence! Time to take a big step forward.
26-50	You've got work to do. Let's get at it.
1 to 25	You're at the starting line. Making a commitment is the first step.

What's next?

RCG and Employera offer a deeper and more sophisticated assessment tool called DEI IQ™ and a full range of related services to implement DE&I programs from strategy and planning, to internal and external communications, employer branding and recruitment marketing.

We'll calculate your DEI IQ from a detailed analysis of 12 different elements of your organization's current state with regard to DE&I, including diversity metrics, strategy and planning, budgets, governance, internal and external messaging, recruitment, onboarding and HR policies, employee sentiment and experience, community engagement, change readiness and other factors.

We'll give you an accurate, data-driven picture of where you are – and guide you to where you need to go.

To learn more, contact Kristin Hart at Kristin.Hart@raganconsulting.com. She'll answer your questions and set up a complimentary call with one of our DE&I experts.