



Assessing Your Organization's Commitment to Social Justice & Inclusion

Answer True or False:

- We have an organization for historically marginalized groups.
- We have an organization for historically marginalized groups in which all employee levels participate.
- These organizations for historically marginalized groups are directly supported in our organization's budget.
- The on-boarding process and employee education includes sections on the history and experiences of historically marginalized groups.
- A commitment to social justice and inclusion is included in our organization's mission statement.
- There is a clear protocol in place for our leadership to respond to bias-related incidents in the work place.
- Members of historically marginalized group are equitably represented in the leadership of our organization.
- Women are visible leaders and are involved in making key decisions on the directions of the organization.
- We consider non-Christian holidays and celebrations when scheduling employee leave, events, and programs.
- There are openly gay, lesbian, bisexual, and transgender staff in my organization.
- All levels of employees regularly participate in a session focused on issues of social justice and inclusion.
- Leadership and Management staff regularly participate in a session focused on issues of social justice and inclusion.
- Sexual orientation is included in my organization's non-discrimination policy.
- Gender identity/expression is included in my organization's non-discrimination policy.
- Same-sex partner benefits are available to all staff levels.
- Equal attention is given to all historically marginalized groups.
- My organization has a strong relationship with local historical marginalized group leaders in the local community/city.
- My organization has an all-staff level committee charged to address access issues (ability/disability).
- Multiracial/biracial issues are included in discussion on race and racism.
- Native American, Asian American, and Latino/a issues receive the same attention as African American issues.



What are the historically marginalized groups that exist in your organization?

Leadership?

Employees?

Customers?

Stakeholders?

Vendors?

New Employees?

Marketing Materials?

Adapted from: [Vernon A. Wall](http://www.vernonwall.org), 2006 [www.vernonwall.org] and edited January 2016.