Organizational Analysis: What Messages are Being Sent About Inclusion
Purpose of Analysis

- Climate has profound impact on student, faculty, and staff success
- Assess
- Monitor
- Improve
Process

Reflective Questions
• Begin to understand IDE in your organization
• Personal reflection on relevant criteria

Data Collection
• Gather qualitative and quantitative indicators of IDE

Synthesis and Analysis
• Identify areas of strength and opportunities

Leverage Findings
• Translate assessment into outcomes
• Communicate with stakeholders and change agents
Organizational Context

• History
• Geography
• Political/Legal Environment
• Local Community
Structures and Policies

- Strategic Plan
- Mission and Vision
- Funding/Budget
- HR Policies
- Metrics & Goals
- Leadership Structure
- Team Culture
- Advisory Board(s)
Human Capital

- Administrators
  - Commitment
  - Accountability
  - Reporting structure
- Professional and non-faculty staff
  - Training
  - Promotion
  - PD
Human Capital

- Faculty
  - PD
  - P&T
  - Research
- Students
  - Outreach initiatives
  - Holistic admissions
  - Curriculum
  - Career outcomes
Cross-cutting Factors

• Compositional/structural diversity
• Perceptions, Attitudes, Behaviors
• Community Engagement
• Mentorship
• Recruitment and retention
  • Attraction & thriving
Assessment Tool

• How to use it
  • Individual assessment
  • Group/stakeholder assessment

• What are the next steps?
  • Organizational discussion
  • Additional data needed?
  • Determine action plan
  • Establish cycle of improvement
Sample Questions

- Organizational displays are reflective of diversity in our organization.
  - □ Agree □ Agree Somewhat □ Disagree

- IDE goals are fully incorporated into the organization’s strategic plan.
  - □ Agree □ Agree Somewhat □ Disagree

- The organization has policies in place to protect and support members from demographic groups and identities who are historically minoritized and underrepresented in the organization.
  - □ Agree □ Agree Somewhat □ Disagree

- Everyone in the organization is engaged in IDE work.
  - □ Agree □ Agree Somewhat □ Disagree
• NERCHE. (2016). *New England Resource Center for Higher Education Self-Assessment Rubric for the Institutionalization of Diversity, Equity, and Inclusion in Higher Education*
Thank you!

Questions?

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