Task 2: Build a strong foundation for the initiative by assessing the existing landscape

Organizational Readiness: HR Practices

Directions: Use this checklist to assess strengths and opportunities for growth in supporting diversity through your institution's HR practices.

Indicate if you have completed or are in the process of completing the following:	√ if Yes
Developing a diversity scorecard/dashboard	☐
Tracking employee departures	☐
Assessing reasons for employee departures through exit interviews	☐
Identifying reasons for departure related to diversity challenges or trends	☐
Providing and/or identifying resources to support underrepresented groups	☐
Incorporating diversity evaluation into performance reviews	☐
Identifying ways to reach out to underrepresented groups for recruiting	☐
Conducting an interview process that ensures equity	☐
Ensuring orientation onboarding introduces new employees to diversity goals and expectations	☐
Offering benefit packages that support diverse cultures (LGBT, family-friendly work practices, etc.)	☐
Engaging leadership in diversity training and initiatives	☐
Identifying mentors for the underrepresented in medicine	☐
Developing pipeline programs	☐
Ensuring new hires and promotion patterns reflect the diversity of the available pool in the discipline	☐