

Diversity Pulse Check

The demographics of the average corporation in America do not look like that of America. And we as a nation will become even more diverse with time. Is your organization ready for the future? Do you need to initiate a new diversity strategy? Ask yourself, "If my organization continues on its current path will it thrive or dive?" Take our Diversity Pulse Check by answering the following questions about your organization. When doing so, be as honest as you can, and put yourself in the perspective of a person who belongs to a demographic group that is not in the majority.

10 POINT DIVERSITY PULSE CHECK

1. Do our demographics look like America? If not, do we have a plan in place to make the necessary adjustments?
2. Would the supervisors, managers and executives of my organization feel comfortable in an environment where they were not a member of the majority group? And while in that environment, would they be perceived as "sincere" or "genuine" by the racial minorities and women present ?
3. If a negative diversity related (racist, sexist, homophobic, etc...) incident occurred, would our supervisors, managers, and executives be equipped with the skills to diffuse or handle the situation?
4. When highly qualified perspective applicants of diverse backgrounds look at my organization do they see evidence to indicate that they can logically expect to ascend to the levels of leadership that their abilities should afford them if they perform well?
5. Are there certain departments within our organization that appear to be "off limits" to certain groups of people?
6. Is the turnover rate at every level equitable across demographic groups; or is the turnover rate for people of diverse backgrounds significantly higher than that of our employees in the majority group?
7. Do minority group members truly feel as free to be risk takers as the majority group members? Or do they feel that they will be judged by a different standard if they fail?
8. Do the people who ascend to the highest levels of management within my organization tend to be a fairly homogeneous group?
9. Do our organizational demographics reflect that of our client base?
10. Can I say with confidence that the average female or person of color would probably feel more comfortable, welcome, and affirmed working for my organization verses my competitors' organization?

[Answer key](#)

If you answered positively to:

- All 10 (Excellent) Keep up the good work!

- 7 out of 10 (GOOD) Need fine tuning to stay ahead of the competition.
- 5 out of 10 (MARGINAL) Need a new comprehensive strategy.
- Fewer than 5 (POOR) Immediately initiate a new comprehensive strategy

Source: Basic Diversity, accessed at www.basicdiversity.com