



## Leadership and Governance Toolkit

### *Tool 13: Guiding Questions to Ensure your DEI Change Initiatives Drive Higher Levels of Inclusion*

In evaluating the effectiveness of their DEI-related change initiatives, leaders must ask:  
Will the initiatives and systems we are investing in:

1. allow us to hear the more marginalized voices in the organization?
2. create strong and sustainable listening mechanisms in the organization?
3. ensure staff feel their voice is heard when it comes to improving the DEI context in the organization?
4. ensure those implementing the organization's strategy feel their opinions are being heard and heeded by those setting strategy?
5. allow people to see a career pathway for themselves in the organization?