



Leadership and Governance Toolkit

Tool 14: Guiding Questions to Ensure your DEI Change Initiatives Drive Higher Levels of Equity

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

1. help key leaders in the organization understand and work to change their implicit biases?
2. measure the state of DEI in the organization today and provide information on how that changes over time?
3. hold the organization accountable to DEI progress and change?
4. attempt to correct the impacts of systemic discrimination?
5. empower members of EDGs to become larger participants in the future of the organization?