ONE VIRGINIA
Many Virginians: One Commonwealth
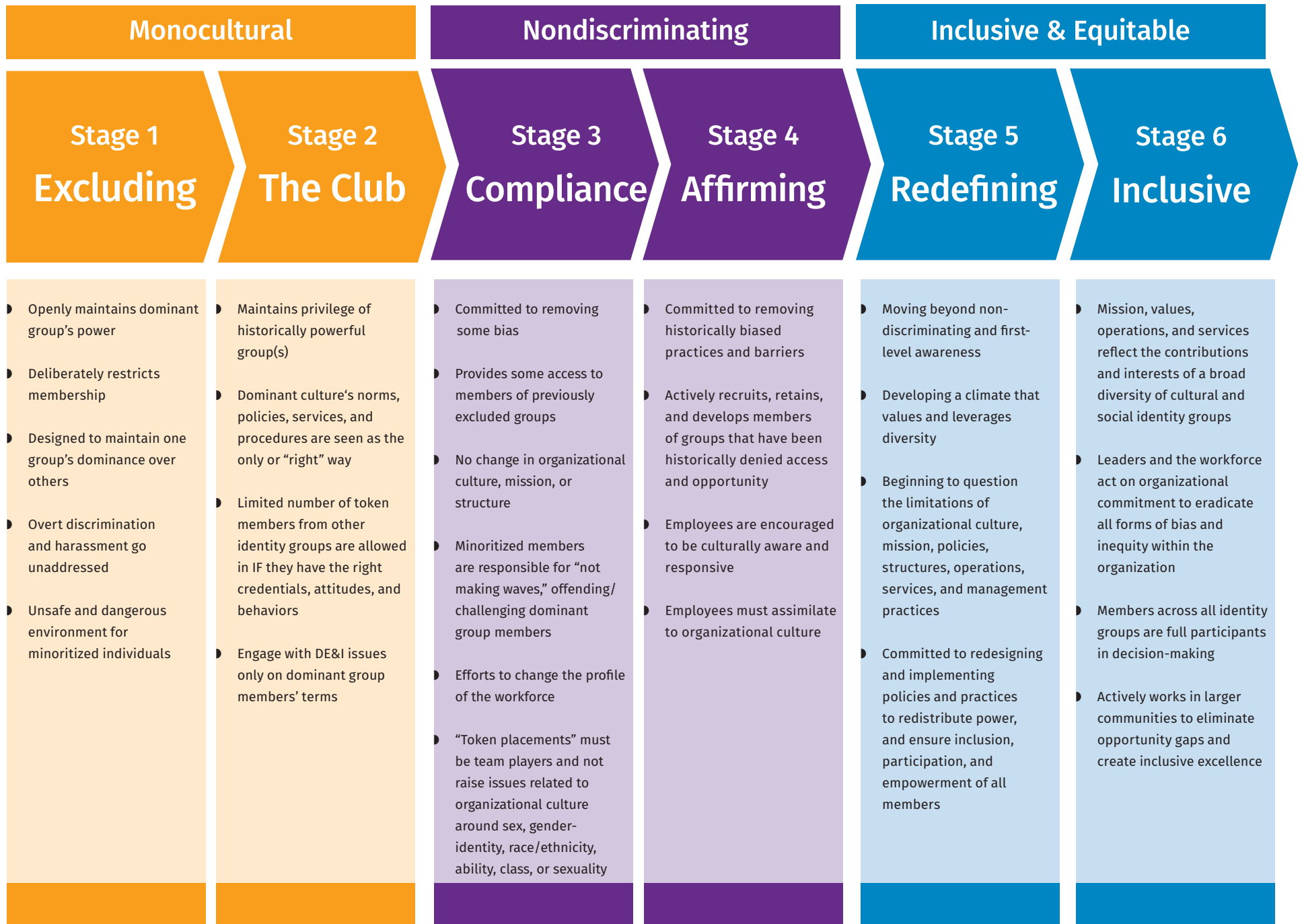
Assessing Your Agency or Organization

Steps Toward Inclusive Excellence	Agency/Organization:

As you reflect on the *Steps Toward Inclusive Excellence*, consider each of the *ONE Virginia* Goals, and use the *Continuum of Inclusive and Equitable Organizational Development (on the next page)* to assess the current reality of your organization, division, business, or agency. This will help you to actualize plans for achieving inclusive excellence. According to Stages 1–6 on the continuum, where are you in terms of achieving inclusive excellence? What would it take to get to Stage 6?

	What would it take to get to Stage 6?	Major Takeaways
Goal 1 **Access and Success** / Current Stage / WRITE 1-6 HERE		
Goal 2 **Climate and Intergroup Relations** / Current Stage / WRITE 1-6 HERE		
Goal 3 **Training and Education** / Current Stage / WRITE 1-6 HERE		
Goal 4 **Infrastructure and Accountability** / Current Stage / WRITE 1-6 HERE		
Goal 5 **Community Engagement** / Current Stage / WRITE 1-6 HERE		

Continuum of Inclusive and Equitable Organizational Development

Monocultural		Nondiscriminating		Inclusive & Equitable	
Stage 1 **Excluding**	**Stage 2** **The Club**	**Stage 3** **Compliance**	**Stage 4** **Affirming**	**Stage 5** **Redefining**	**Stage 6** **Inclusive**
▸ Openly maintains dominant group's power ▸ Deliberately restricts membership ▸ Designed to maintain one group's dominance over others ▸ Overt discrimination and harassment go unaddressed ▸ Unsafe and dangerous environment for minoritized individuals	▸ Maintains privilege of historically powerful group(s) ▸ Dominant culture's norms, policies, services, and procedures are seen as the only or "right" way ▸ Limited number of token members from other identity groups are allowed in IF they have the right credentials, attitudes, and behaviors ▸ Engage with DE&I issues only on dominant group members' terms	▸ Committed to removing some bias ▸ Provides some access to members of previously excluded groups ▸ No change in organizational culture, mission, or structure ▸ Minoritized members are responsible for "not making waves," offending/ challenging dominant group members ▸ Efforts to change the profile of the workforce ▸ "Token placements" must be team players and not raise issues related to organizational culture around sex, gender-identity, race/ethnicity, ability, class, or sexuality	▸ Committed to removing historically biased practices and barriers ▸ Actively recruits, retains, and develops members of groups that have been historically denied access and opportunity ▸ Employees are encouraged to be culturally aware and responsive ▸ Employees must assimilate to organizational culture	▸ Moving beyond non-discriminating and first-level awareness ▸ Developing a climate that values and leverages diversity ▸ Beginning to question the limitations of organizational culture, mission, policies, structures, operations, services, and management practices ▸ Committed to redesigning and implementing policies and practices to redistribute power, and ensure inclusion, participation, and empowerment of all members	▸ Mission, values, operations, and services reflect the contributions and interests of a broad diversity of cultural and social identity groups ▸ Leaders and the workforce act on organizational commitment to eradicate all forms of bias and inequity within the organization ▸ Members across all identity groups are full participants in decision-making ▸ Actively works in larger communities to eliminate opportunity gaps and create inclusive excellence