



Self-Assessment for Organizations Regarding Diversity, Equity and Inclusion (DEI) Practices*

The Telluride Foundation has always focused on inclusion as a key goal in its mission. We realize the impact we have on the organizations we support, and hope to promote better DEI practices through modeling and holding grantees accountable. The questions below are to gather baseline data and to guide thinking and actions toward more progressive, culturally-responsive practices. In order to create meaningful change, it is essential to self-assess and identify tangible action items that will improve your organization's effectiveness and in turn strengthen its impact on our increasingly diverse community.

1. Does your vision, mission statement, and/or strategic plan include an expressed commitment to promoting diversity, equity and/or inclusion. If applicable, please include commitment to DEI below and explain how your organization promotes it.
2. What step(s) is your organization taking to promote DEI within its board members, clients/patients, management and staff?
3. Describe your hiring practices, and what your organization is doing to recruit, retain, and promote diverse and inclusive staff. Please be specific.
4. Do you currently collect diversity data? If so, how? If not, would you be open to doing so in the future?
5. If you do collect diversity data, what was your baseline when you started collecting this data? What measurable goals are you currently striving towards and what is your timeline for achieving those goals? Please be specific.
6. Do you currently budget funds for DEI initiatives? If so, what are those initiatives? If not, would you be open to doing so in the future?
7. It is estimated Telluride and the neighboring towns are 30% Latinx. Does your organization have bilingual staff? Or does it have funds allocated to pay for translation and interpretation services? If so, how are those funds used? If not, would you consider making this a priority in the future?
8. Is your organization equitable when encouraging local youth to participate professionally in your services? Examples: Do you provide internships? Do you have opportunities for high schoolers? Do you offer paid internships for those who must work when out of school?

Resources used in creating this assessment:

- *2017, Diversity, Equity and Inclusion Audit*, The California Endowment.
(https://www.calendow.org/app/uploads/2021/03/TCE-2016-DEI-Audit-Full-Report_Final_Dec-18.pdf)
- *Foundation Organizational Diversity & Inclusion*, Social Policy Research Associates.
(<https://www.spra.com/areas-of-expertise/diversity-equity-inclusion/>)