

# Equity/Inclusion Continuum

This continuum is to be used as a guide for institutions to measure current status, growth opportunities, and strategic planning goals to be equitable across all practices. The continuum ranges from a score of 1 (least equitable and inclusive) to 5 (most equitable and inclusive). Each agency should identify where they currently are scored based on the bullets of each column. Your score must include **ALL** bullets in the column chosen. If you only have partial bullets in a column then your agency score is one number to the left of the continuum.

Glossary: D&I = diversity and inclusion, EEO = Equal Employment Opportunity

| 1<br>(least)                                                                                                                                                                                                                                                                                                                                                                                                                                             | 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 5<br>(most)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
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| <ul style="list-style-type: none"> <li>D&amp;I or cultural training not offered (and) not expected</li> <li>No policies or procedures that support EEO compliance</li> <li>No D&amp;I strategy identified</li> <li>No funding for D&amp;I or cultural projects/activities</li> <li>No D&amp;I programming specific for employees</li> <li>There are no practices to view agency's pay equity position</li> <li>Established mission and vision</li> </ul> | <ul style="list-style-type: none"> <li>D&amp;I or cultural training offered</li> <li>EEO compliance is the only D&amp;I strategy for your agency</li> <li>D&amp;I strategic plan in discussions or creation</li> <li>Funding to support D&amp;I or cultural projects, but not budget line specific</li> <li>There are minimal cultural events that are identified by the agency.</li> <li>Awareness of pay equity has begun but no project based solution have been identified</li> <li>Established mission, vision, norms, and values.</li> </ul> | <ul style="list-style-type: none"> <li>D&amp;I or cultural training required</li> <li>Targeted D&amp;I recruitment and retention strategies.</li> <li>Identified formal D&amp;I strategic plan has been formally adopted</li> <li>Budget allocation specific to D&amp;I or cultural work and/or department self-owned budget</li> <li>There is a committee or council developed to focus on equity/inclusion projects</li> <li>There are discussions on pay equity and planning to assess status with a formalized group or committee</li> <li>Formal programming developed to support the mission, vision, norms, and values</li> </ul> | <ul style="list-style-type: none"> <li>D&amp;I or cultural training required with optional advanced learning curriculum</li> <li>Integrated D&amp;I strategies into agency business model, such as policies, procedures, and professional development plans.</li> <li>Integrated D&amp;I strategies into agency business model.</li> <li>Budget allocation specific to D&amp;I or cultural work and incorporated budget growth process</li> <li>Affinity group representation in committees</li> <li>There is current analytic data regarding pay equity areas and developing strategies to address issues.</li> <li>Established experts internally that are required to consult departments and offices regarding norms and values practices.</li> </ul> | <ul style="list-style-type: none"> <li>D&amp;I or cultural training required with required additional advanced learning curriculum</li> <li>Continuous long term evaluations and analysis for equity/inclusion outcomes.</li> <li>D&amp;I strategies are fully integrated into the agency's mission and vision (and) included in formal community partnership agreements</li> <li>Budget allocation specifically to diversity and inclusion, to include FTE and program growth</li> <li>Public/formal support by County Commissioners on proactive social justice topics</li> <li>Affinity group representation has established roles in hiring practices</li> <li>There are regular standard pay equity analysis completed and are taken into account for adjustments.</li> </ul> |