



## Visceral Change Retainer Risk Pre-Assessment

No.	<i>The Organization/Institution...</i>	Yes/No
<b>1/1a</b>	<p>Has an employee makeup that is statistically representative of the community for which they serve (<i>i.e., If the City = 20% Black. Then the Organization should = 20% Black or close to it</i>)</p> <ul style="list-style-type: none"> <li>• Has a student makeup that is statistically representative of the community for which they serve (<i>i.e., City = 20% Indigenous. Institution = 20% Indigenous or close to it</i>)</li> </ul>	
<b>2/2a</b>	<p>Has retained at least 60% of its total marginalized employees in the past 3 years.</p> <ul style="list-style-type: none"> <li>• Has retained at least 60% of its total marginalized students in the past 3 years</li> </ul>	
<b>3/3a</b>	<p>Conducts a regular Inclusion-based satisfaction survey.</p> <ul style="list-style-type: none"> <li>• Has a majority positive responses to Inclusion satisfaction survey (<i>i.e., "agree" or "strongly agree"</i>)</li> </ul>	
<b>4</b>	Majority positive sense of belonging among employees, students, and/or relevant stakeholders	
<b>5</b>	Has diversity, equity, or inclusion named or clearly acknowledged within its mission, vision, and/or values statements, or main website	
<b>6</b>	Has a Strategic Plan focused on diversity, equity, and/or inclusion (DEI)	
<b>7</b>	Has an organizational DEI or Cultural statement (not an EEO statement)	
<b>8</b>	Has a disability cultural statement (not an ADA compliance statement)	
<b>9/9a</b>	<p>Is Safe Zone trained.</p> <ul style="list-style-type: none"> <li>• Has a cultural statement around gender (not a sexual harassment compliance statement)</li> </ul>	
<b>10</b>	Has required in-house employee DEI training and development or provides professional development funding to employees and relevant stakeholders throughout the year	
<b>11</b>	Uses a DEI Rubric or Matrix as part of their hiring process	
<b>12</b>	Has a DEI committee or something similar in title	
<b>13</b>	Has a DEI-based /informed Taskforce, working group, or affinity group	
<b>14</b>	Has a dedicated budget specific to diversity, equity, & inclusion initiatives	
<b>15</b>	Uses data informed or research-based approaches to drive organizational/institutional decisions around DEI	
<b>16</b>	Has a DEI/Social Justice (or similar language) office or center	
<b>17</b>	Has a DEI/Social Justice (or similar language) position/employee on staff (Officer, Director, Coordinator, etc...)	
<b>18</b>	Has a leadership team (C-Suite, Deans, Directors, Executives...) comprised of <b><u>more than</u></b> 3 BIPOC employees	
<b>19</b>	Has a leadership team (C-Suite, Deans, Directors, Executives) comprised of <b><u>more than</u></b> 5 female, LGBTQ, disabled employees	
<b>20</b>	Has DEI content systemically woven throughout the organizational or institutional content courses, planning, or programming.	

Fair Risk (low) = 15 - 20

Frequent Risk = 9 - 14

Often Risk (high)= 0 - 8

***(1/a, 2/a, 3/a & 9/a each count as one rating, not two. So "either, or" if your org reflects 1 of the 2)***