



MDHI DEI ORGANIZATIONAL SURVEY ASSESSMENT OUTLINE:

DEMOGRAPHIC INFORMATION

Examples: *Race, Gender, Sexual Orientation, Length at Organization, Education, Lived Experience, etc.*

ORGANIZATION COMMITMENT, LEADERSHIP & GOVERNANCE

Sample Questions:

- *The organization has and implements practices that promote diversity (Agree/Disagree scale)*
- *Is your Board of Directors representative of the community you serve? (Agree/Disagree scale)*

CLIMATE & CULTURE

Sample Question:

- *How does the organization support an authentic and early process for noticing, naming and addressing dynamics of racism within the organization? (Comment box)*

HUMAN RESOURCES

Sample Questions:

- *Provide a unisex bathroom that is safe for transgender and gender non-conforming people (Yes/No/Don't Know)*
- *Has a conflict resolution policy for staff (Yes/No/Don't Know)*

EMBEDDED STRATEGY

Sample Question:

- *Regularly discusses how DEI is connected to the organization's mission, vision, & values (Agree/Disagree scale)*

SERVICE-BASED EQUITY

Sample Question:

- *Do you collect demographic information (specifically race, gender identity) on client experience? (Yes/No/Don't Know)*

COMMUNITY COLLABORATION

Sample Questions:

- *Does your organization actively recruit/ engage with BIPOC led organizations who serve individuals experiencing homelessness or housing instability (Agree/Disagree scale)*

COMMUNICATIONS/MARKETING

Sample Question:

- *Regularly uses diverse images in marketing materials including a diversity of people across race, age, family structures, and transgender people (Agree/Disagree scale)*

RESOURCE ALLOCATION

Sample Questions:

- *Has budget line-items specific to DEI efforts (Yes/No/Don't Know)*