

ACTIVITY | Diversity Assessment



GOAL | To become aware of strategies to diversify your program, unit, division, or organization.



RELEVANT FOR

- Executive
- Middle Manager
- Supervisor



DESCRIPTION | Assess diversity on your team, in your division, and/or in your program.

- How can diversity improve your team's strength?
- In what areas could diversity be improved?
- If you work for a tribal child welfare program, how do you view diversity?

Look at the census data for the area your program serves to assess the percentage of various racial and ethnic groups in the general population. Compare with the diversity of your program staff and management team.

- Which groups have greater access to power and decision-making?
- What could you do in your role to build greater diversity in decision-making?

Seek out a manager of a program or unit who has been successful in attracting and retaining diverse staff. Find out what that person did that worked.



MORE INFO

[Creating an Inclusive Team Culture](#)

[Promoting Racial Equity Through Workforce & Organizational Actions](#)



Diversity Assessment

Go to the [U.S Census website](https://www.census.gov) and find the statistical census data for your community. Compare this with the diversity represented in your organization. How do they compare?

For example, construct a table with the following information (shown for Denver, CO):

Census Item	Denver	Program-Wide	Management
Population, 2019 estimate	727,211		
Female persons, percent, 2019	49.9%		
White persons, percent, 2019	76.1%		
Black persons, percent, 2019 (a)	9.2%		
American Indian and Alaska Native persons, percent, 2019 (a)	0.9%		
Asian persons, percent, 2019 (a)	3.7%		
Native Hawaiian and Other Pacific Islander persons, percent, 2019 (a)	0.2%		
Persons reporting two or more races, percent, 2019	3.8%		
Persons of Hispanic or Latino Origin, percent, 2019	29.9%		
White persons not Hispanic, percent, 2019	54.2%		
Foreign-born persons, percent, 2015–2019	15.0%		