

The Diversity Recruiting Maturity Model Assessment / Scorecard

Where are you on this journey?

Evaluation Item		--	-	+	++	Score
1	Our organization has an overall diversity and inclusion strategy and implementation plan.	None whatsoever (-5)	Starting discussions (-1)	Yes – early stages and not very robust (+2)	Yes – with strong support and funding (+5)	
2	Our senior executives understand the strategic importance of recruiting and building a diverse workforce.	Not even on their radar (-5)	A little (-1)	Yes – pretty good understanding (+2)	Yes – a strong understanding (+5)	
3	Our HR leadership includes a focus on diversity recruiting.	Not even on their radar (-3)	They discuss it some (0)	Yes – with a little funding and planning too (+2)	Yes – very much a central focus (+4)	
4	We actually do have a documented diversity recruiting strategy (if + or ++ skip to question 6).	Not even thought about it (-3)	Have had some discussions and a little progress (-1)	Yes – new and not too robust, but we have one (+2)	Yes – and it is quite comprehensive (+4)	
5	Even though we do not have a diversity recruiting strategy, we are doing some things around diversity recruiting.	No strategy and also doing nothing (-3)	Maybe 1 or 2 small things (0)	Yes – I think we are doing some good things (+1)	Yes, even though we do not have a strategy, we are doing a lot (+3)	
6	We actually have some metrics and measurements for our recruiting diversity efforts.	None at all (0)	Perhaps a few informal metrics (+1)	Yes – a few formal metrics that are reported (+3)	We have an extensive score card (+5)	
7	We are doing work / programs in the community to help build a pipeline of future diverse talent.	None at all (0)	One or two small things (+1)	A decent program (+2)	We consider ourselves a leader in this area (+4)	
8	We actually have a funded position (or part of a position) specifically focusing on diversity recruiting.	No (0)		Yes – a little but need a lot more (+2)	Yes, and fairly robust (+4)	

9	We share recruiting best practices with other organizations and at industry and diversity forums.	No (0)	Yes - a little (+1)	Yes - extensively (+2)	
10	Our onboarding program is designed to make all diverse new employees feel valued, welcomed and included.	We don't have an onboarding program or we do but nothing really focused on diversity (0)	Yes - a little (+2)	Yes - it is a key element of our onboarding (+4)	

Give yourself two points for each of the following things you do:

Create gender-neutral job postings	Hold "blind resumes" to remove unconscious bias	Have diverse people on interviewing teams	Leverage diverse employees or employee resource groups in recruiting efforts
Have strong diversity messaging on our recruiting page on our website	Recruit at Historically Black Colleges and University and other diverse schools	Attend and / or sponsor diversity-specific recruiting events	Use diverse community events as a platform to recruit
Build relationships with diversity focused professional networking groups	Post job postings on diversity specific recruiting sites	Train interviewing managers on unconscious bias and how to mitigate it	Include diversity focus into internship programs

Your score _____

-10 and Below: You are "pre-stage 1" and need to do basic diversity and inclusion work in your organization as an initial step.

-9 to +8: You have done enough ground level work to move into the Level 1 - **initiate** stage.

+9 to +22: You should be in the building stage and heading toward **implementing** (Level 2) a strong integrated strategy. This will help assure that your early efforts can be leveraged and maximized.

+23 to +38: You have a good strategy and many tactics and can continue through Level 3 - **Iterating**.

Over 38: You are one of the industry leaders in diversity recruiting. Promote your efforts and **inspire** others (Level 4) in this journey.