OnyxPoint

Be Innovative. Be Creative. **Be Appreciated.**

Leading the Charge to CHANGE
Your Corporate Culture

An *inclusive company culture* unites diverse forces and resources, in a way that is beneficial to all. Inclusive cultures create an environment of **INVOLVEMENT**, **RESPECT** and **CONNECTION**— where the richness of ideas, backgrounds, and perspectives are harnessed to create a workforce with purpose and business value. This is what we all want. To get there, it all begins with a hard and honest look in the mirror. Let's work through this together, and create your path for inclusion.

-Judy and *Amanda*

1. Do you feel that your company values diversity?

2. Does your company have corporate values?

3. If YES, list them here.

4. Are the corporate values communicated internally and externally?

5. Are the corporate values authentic and representative of your work goals?

6. Can you identify change agents within your organization?

7. Does your company have a mentorship program?

8. Do you have a mentor (formal/informal)?

9. Have you sought guidance from your mentor?

10. Does your company clearly communicate corporate policies?

11. Are there any policies that you disagree with?

12. List some policies that you feel help further diversity and inclusion.

Our Policy Checklist (add your own, and share with us, either today or later using contact info below)

- ❏ Documented Sexual Harassment Policy

- ❏ Openly Display Company Values and Mission Statement

- ❏ Corporate events should be inclusive (ages, physical capability, genders considered)

- ❏ Standards for compensation/performance (clear expectations)

- ❏ Company Career Mentorship Program (define)

- ❏ Coaching (vs mentoring)

- ❏ Kids and or Pets

- ❏ Flexible Hours and Holidays

- ❏ Telework

- ❏ Optional/anonymous annual survey

- ❏ EEO Statements

- ❏ FMLA

- ❏ Meeting Guidelines

- ❏

- ❏

- ❏

- ❏

Using this questionnaire as a guide, you can assess your organization's diversity climate and identify areas that require inclusive changes. Write an email or set a meeting with your change agent to discuss your concerns and propose specific changes. To strengthen your case, you may need to cite resources. We've prepared a list of helpful resources on the Diversity in Tech Github page for your use.