Blue Avocado Diversity Champion Quiz

Take the quiz below to see how you’re doing as the leader of your nonprofit’s diversity efforts.

Quiz Instructions: Please answer yes or no to the following questions:

1. Are you working with your board to ensure that it reflects the diversity of the community you serve?
   
   Yes______  No________

2. Have you identified diverse employees as potential successors for your direct reports and other key positions?
   
   Yes______  No________

3. Do you include diverse staff in meetings where important decisions are made?
   
   Yes______  No________

4. Do you mentor diverse staff members?
   
   Yes______  No________

5. Is improving diversity and inclusion one of the top goals of each of your direct reports?
   
   Yes______  No________

6. Do you have a written three- to five-year plan to improve diversity and inclusion at your nonprofit?
   
   Yes______  No________

7. Have you incorporated diversity and inclusion in at least three of your external speeches during the past year?
   
   Yes______  No________
8. Is your organizational commitment to diversity and inclusion stated on your website and intranet?
   Yes______ No______

9. Are the demographics of your workforce posted on your website?
   Yes______ No______

10. During lunch and other informal meetings, do you take time to interact with diverse staff members?
    Yes______ No______

Key (Total number of “Yes” responses):
9 to 10: Superior!
7 to 8: Good
5 to 6: Average
3 to 4: Fair
0 to 2: Poor

This quiz is in the article A Nonprofit Leader’s Path to Becoming a Diversity and Inclusion Champion by Michael Watson.