

Inclusive Leadership Organization Report Card

Organization Name: _____

Explanation of grade system:

A = We are doing great!

B = We are doing well.

C = We are doing OK.

D = We have had no success.

F = We have taken steps backward.

Q = Not sure.

Instructions:

- Read each statement below and give your organization a grade for each category
- After you complete the report card, take some time to answer the discussion questions.

Category	Description	A	B	C	D	F	Q
Leadership	We view leadership as group-centered, inclusive, collaborative and purposeful. Everyone is involved in the leadership process. Leadership is not the sole responsibility of those with titles/positions. Everyone is involved in the decision-making process.						
Notes or examples:							
Recruitment	We actively recruit members with varied experiences, cultures, backgrounds, identities, and perspectives. Our practices are not coercive, demeaning, or manipulative. We make an intentional effort to recruit underrepresented groups. Our strategies are inclusive and transparent.						
Notes or examples:							
Marketing	Our marketing materials have diverse and positive representations of individuals and communities. Our materials are empowering and not demeaning; inclusive and not exclusive.						
Notes or examples:							
Events/Activities	Our events promote positive social change. We consider factors that may exclude or prevent diverse constituencies from participating in our events, and continue to address these concerns. We aim to make our programs inclusive and accessible.						
Notes or examples:							
Service	We view communities as strengths-based and not deficit-based. We see individuals as experts in their own lives and as equal contributors in the change process. We aim to address root causes of problems and not just the surface-level issues they create.						
Notes or examples:							

Discussion Questions:

- How did you decide what grade to give?
- When you look at the report card, what *successes* do you see?
- When you look at the report card, what are one or two *challenges* you can address?
- As a group, discuss your grades: Where do we agree? Where do we differ? What evidence do we have?