EMPLOYEE RESOURCES AND SUPPORTS
SYSTEM TOOLKIT

Directors

Work Equity is an initiative of the Center for Social Innovation at the Boston College School of Social Work.
www.bc.edu/workequity

Questions?
Please contact us at workequity@bc.edu

Work Equity is grateful for funding received from WorkRise for the National Study of Workplace Equity. We are also appreciative of our partnership with SHRM and its support of this study. To read more about this study, go to: https://www.bc.edu/content/bc-web/schools/ssw/sites/center-for-social-innovation/projects/the-national-study-of-workplace-equity.html

1.

Step 2 enables your organization to benchmark your responses to the Audit of your Employee Resources and Supports System (completed in Step 1) against the ndings of the National Study of Workplace Equity[1].
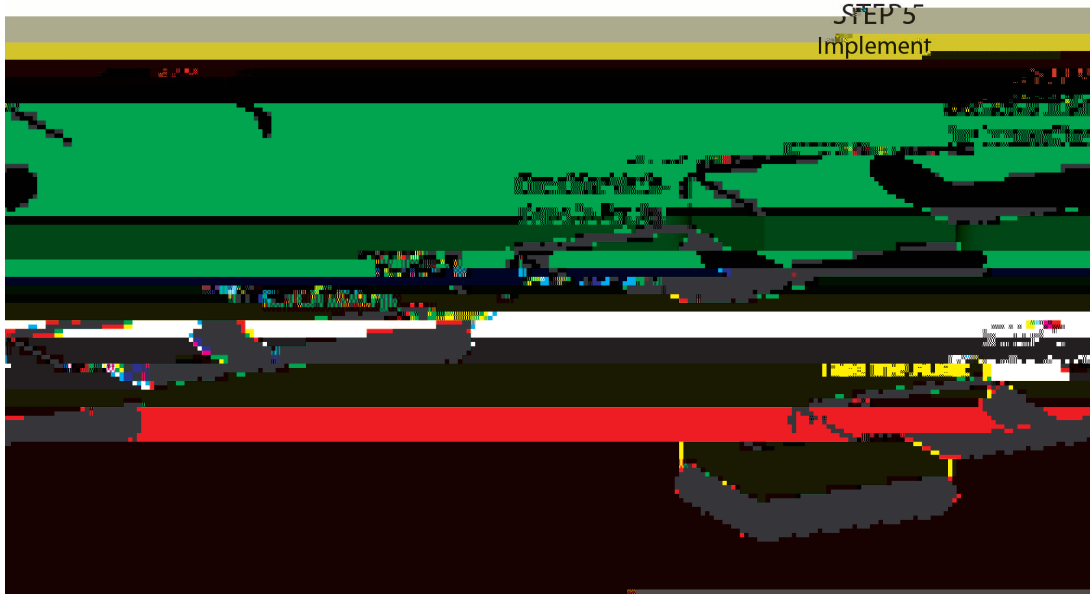

1.

 The Leader(s) of your Employee Resources and Supports System Equity Initiative should assume responsibility for Task 1 (recording the average scores pertaining to the Audit questions) and Task 2 (comparing your organization's average scores to the dataset of the National Study of Workplace Equity).

The Equity Initiative Committee can meet and discuss the implications of the benchmarking results.

1.1

Continue to next page

Task 1: Compare Your Organization's Average Scores on the Equity Audit to the National Study of Workplace Equity

Directions:
In the right-hand column, your Leader(s) should record the information from Worksheet #3 that you completed in Step 1 of this Toolkit.
You will use the average scores from this Worksheet #4 to complete Worksheet #5 below.

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Task 2: Benchmark

Directions:

The Leader(s) of your Equity Initiative should record your organization's average scores (from Worksheet #4 above) on the graph below so that you can compare your score to the averages from the National Study of Workplace Equity.
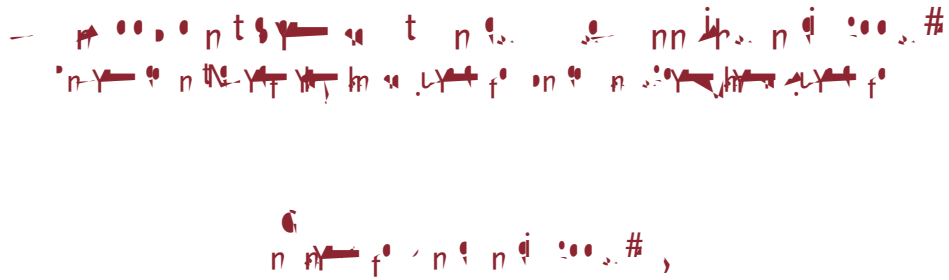
The members of your Equity Initiative Committee should discuss the **strengths** of the equity of your Employee Resources and Supports System in comparison to the scores from the National Study of Workplace Equity. The Leader(s) of your Equity Initiative can record key observations made by committee members below.

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_____

The members of your Equity Initiative Committee should discuss the **weaknesses** of the equity of your Employee Resources and Supports System in comparison to the scores from the National Study of Workplace Equity. The Leader(s) of your Equity Initiative can record key observations made by committee members below.

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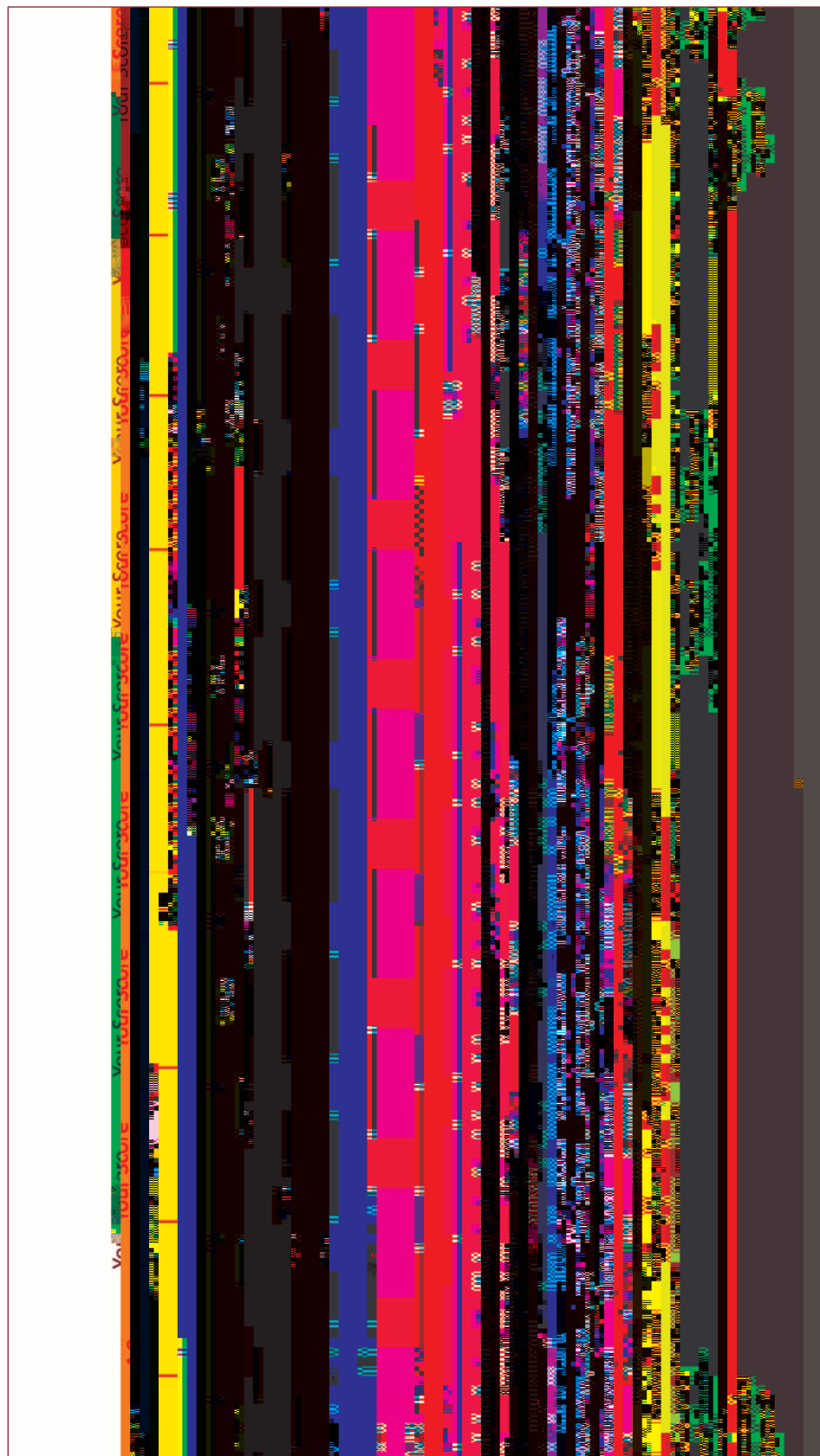
Our analyses of the data from the National Study of Workplace Equity indicate that organizations with fewer than 500 employees are:

> 1. *less* likely to have written policies which ensure that employees' access to resources and supports is fair

> 2. *less* likely to have a range of resources and programs that can support the needs of diverse employees, and

> 3. *less* likely to provide employees with equitable access to information about resources and supports available at the workplace.

The members of your Equity Initiative Committee can discuss implications that the **size of your workforce** has for your Employee Resources and Supports System. The leader(s) of your Equity Initiative can record key observations made by committee members below.