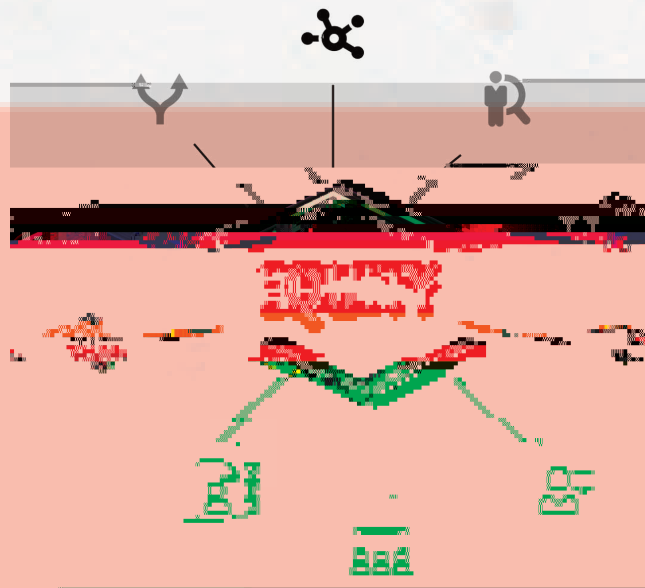


# INCREASING EQUITY AT THE WORKPLACE

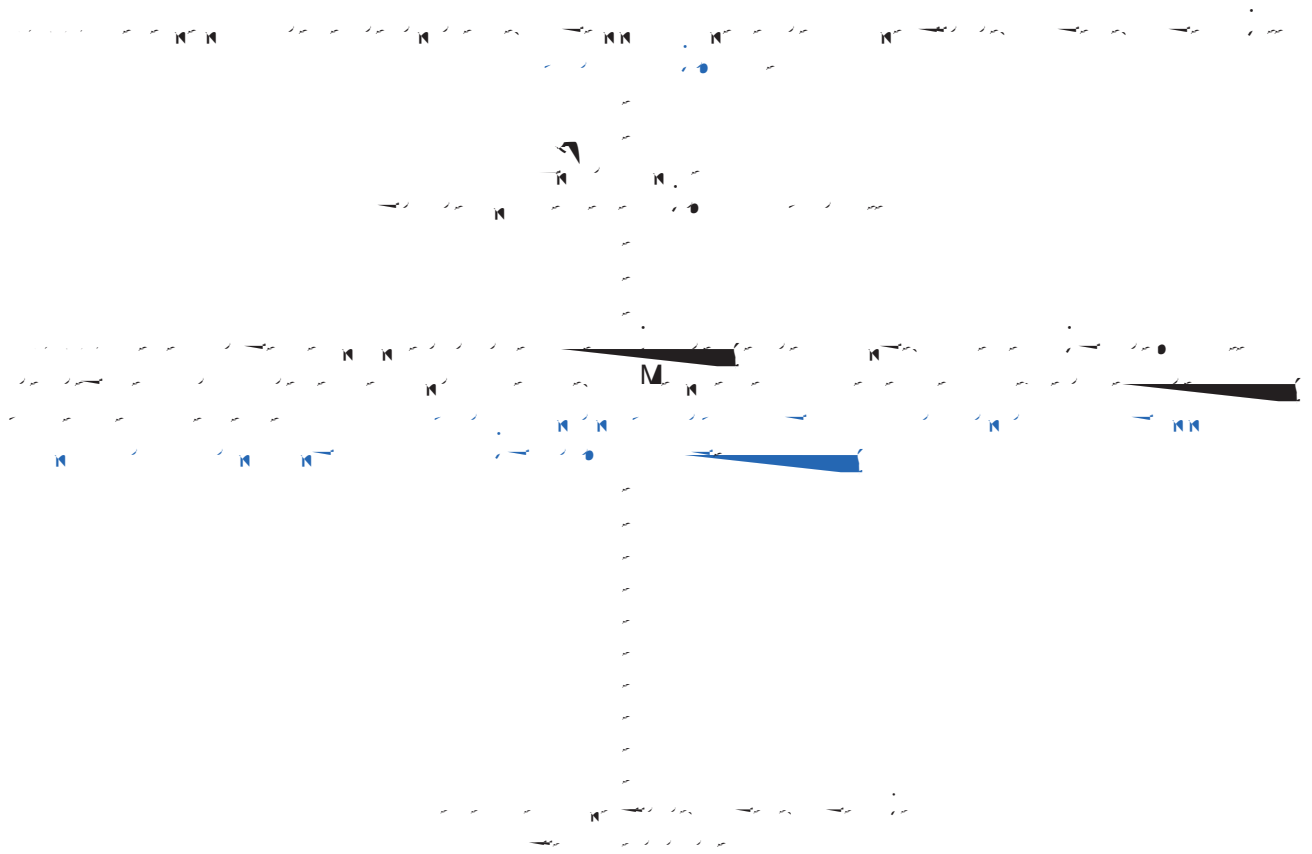


STEP :  
BENCHMARK



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Kathleen Christensen, PhD

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## 2.0 Introduction.

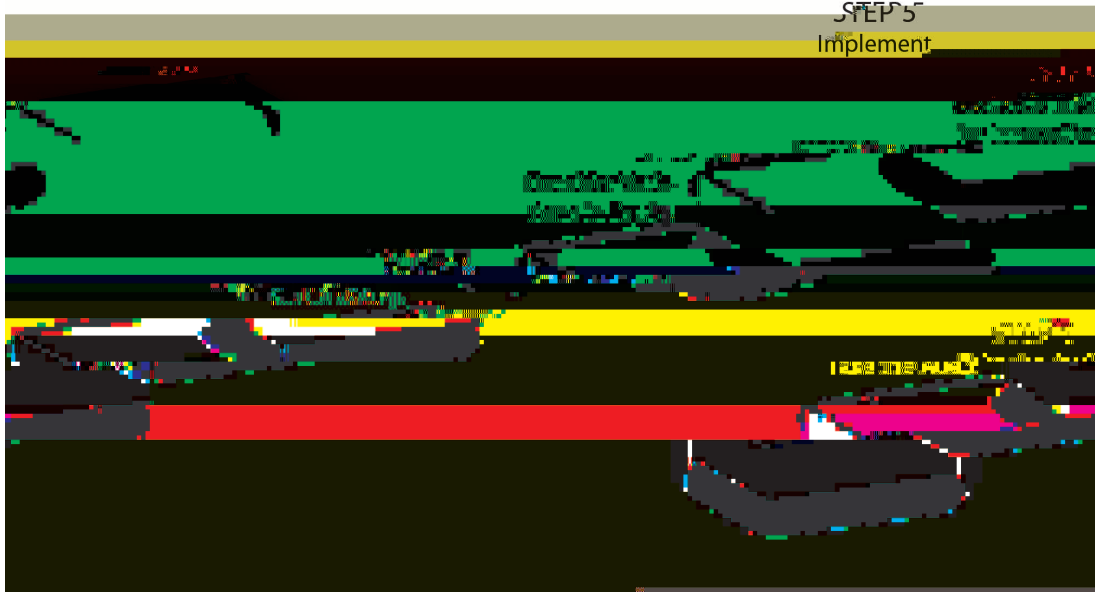


Figure 6: Step 2 of the Job Structures System Toolkit

## 2.1 Roles and Responsibilities.

## 2.2 Step 2 Tasks



1: C E A E A A A A

## Jobs Structures System Toolkit Worksheet #4

### Your Organization's Average Audit Scores.



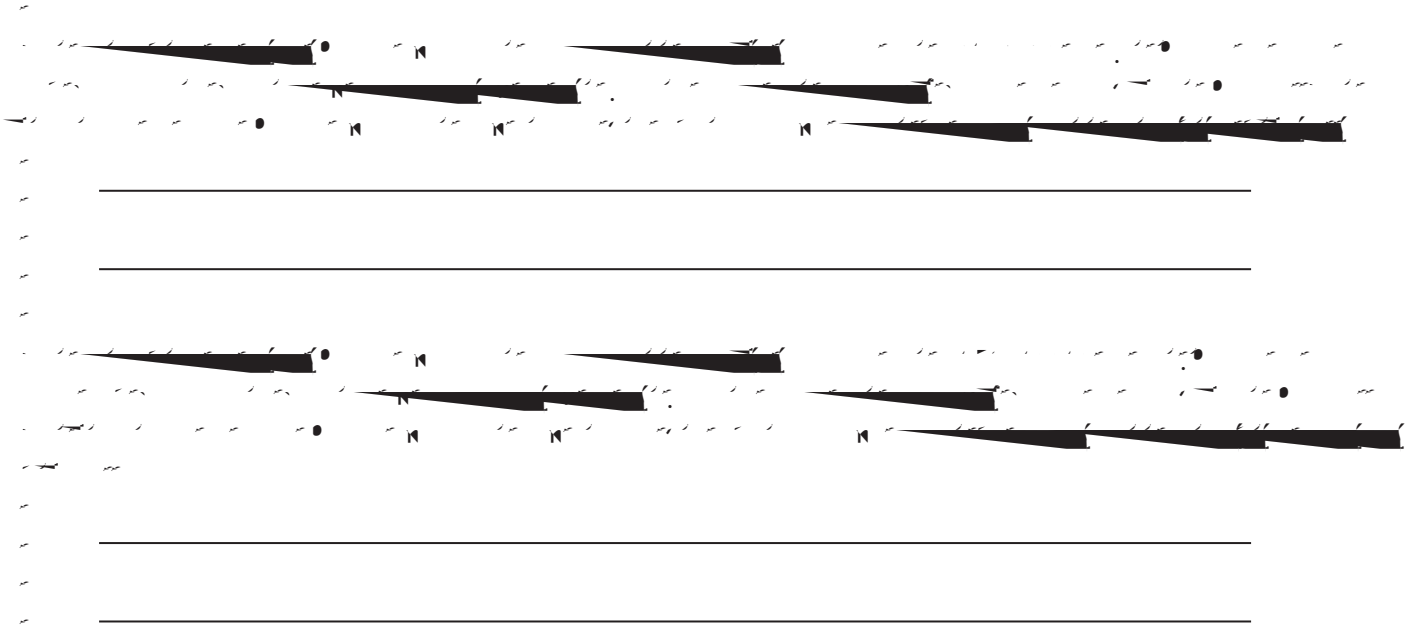
	Your Organization's Average Scores From Worksheet #3 (scores ranging from 1.0 to 4.0)
1. To what extent does your organization have written policies which ensure that employees' access to different job structures is fair (for example, flexible work schedules)?	
2. To what extent has your organization specified a fair process that supervisors should follow when considering employee requests for different types of job structures?	
3. To what extent does your organization have practices to ensure that employees who work remotely or those who work non-traditional hours have access to technical assistance and advice?	
4. To what extent does your organization routinely audit the fairness of employees' access to different types of job structures?	
5. To what extent does your organization hold one or more employees (e.g., supervisors; Director of DEI, etc.) accountable for monitoring the fairness of employee access to different types of job structures?	
6. To what extent does your organization encourage employees to discuss work overload with their supervisors?	
7. To what extent do the actions of your organizational leaders indicate that they believe there is a connection between DEI initiatives and equitable access to different job structures?	
8. To what extent has your organization "normalized" and de-stigmatized the use of different types of job structures?	
9. To what extent has your organization adopted practices to ensure that all employees have equitable access to information about the different types of job structures available to them?	

2: B



Jobs Structures System Toolkit Worksheet #5  
Compare Your Organization's Average Scores to the National Averages

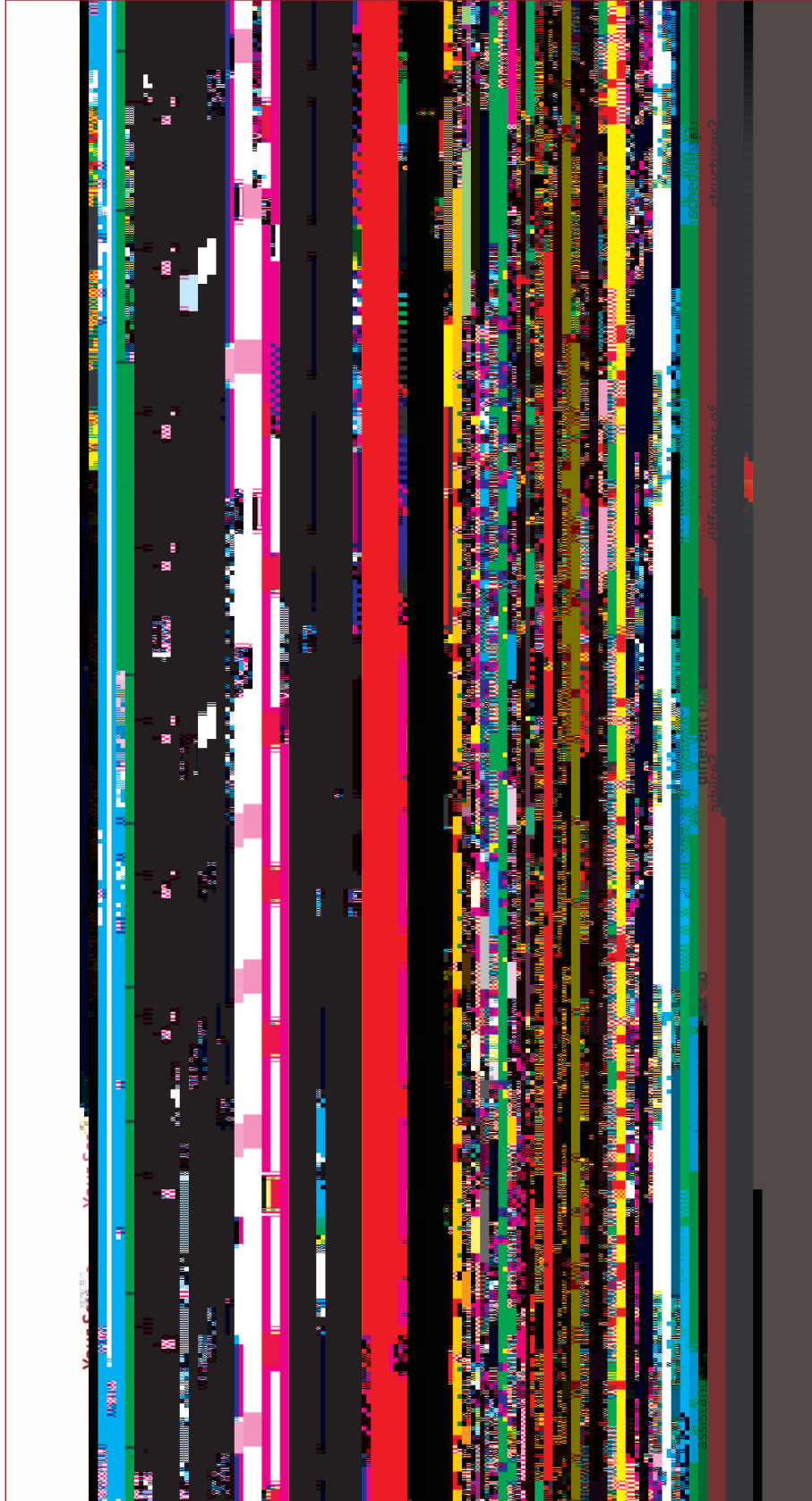
Go to Page 6 for Worksheet #5





## Jobs Structures System Toolkit Worksheet #5

### Compare Your Organization's Average Scores to the National Averages





Go to Step 3 of the Job Structures System Toolkit: Consider Variations in Equity



Figure 7: Step 3 of the Job Structures System Toolkit