

INCREASING EQUITY AT THE WORKPLACE


PROMOTION SYSTEM TOOLKIT



STEP :
BENCHMARK



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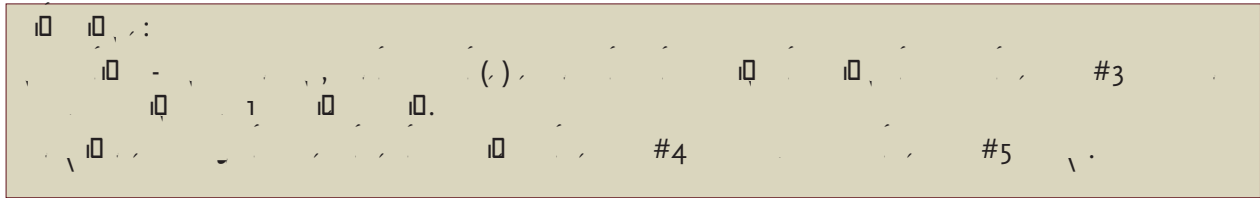
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Task 1: Compare Your Organization's Average Scores on the Equity Audit to the National Study of Workplace Equity

Promotion System Toolkit Worksheet #4
Your Organization's Average Audit Scores

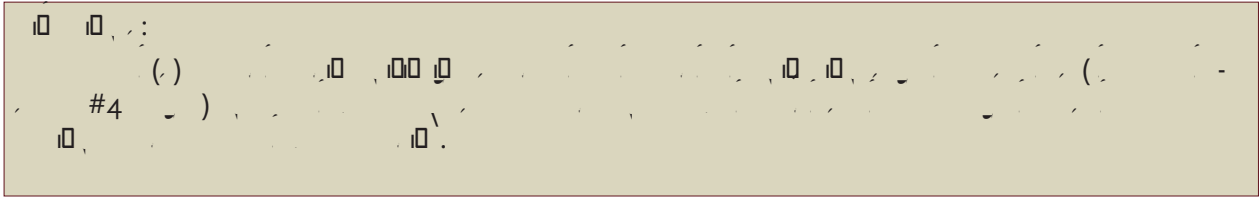


	Your Organization's Average Scores From Worksheet #3 (scores ranging from 1.0 to 4.0)
1. To what extent does your organization have written policies which ensure the fairness of promotions?	
2. To what extent are promotion decisions made in a transparent manner?	
3. To what extent does your organization routinely audit the fairness of promotions?	
4. 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 promotions?	
5. To what extent do the actions of your organizational leaders indicate that they believe that there is a connection between the organization's DEI initiatives and the fairness of promotions?	
6. To what extent does your organization set expectations that managers and supervisors will make decisions about promotions in an equitable manner?	
7. To what extent does your organization provide employees with equitable access to information about promotion opportunities?	

Task 2: Benchmark

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

Go to Page 6 for Worksheet #5

strengths

weaknesses

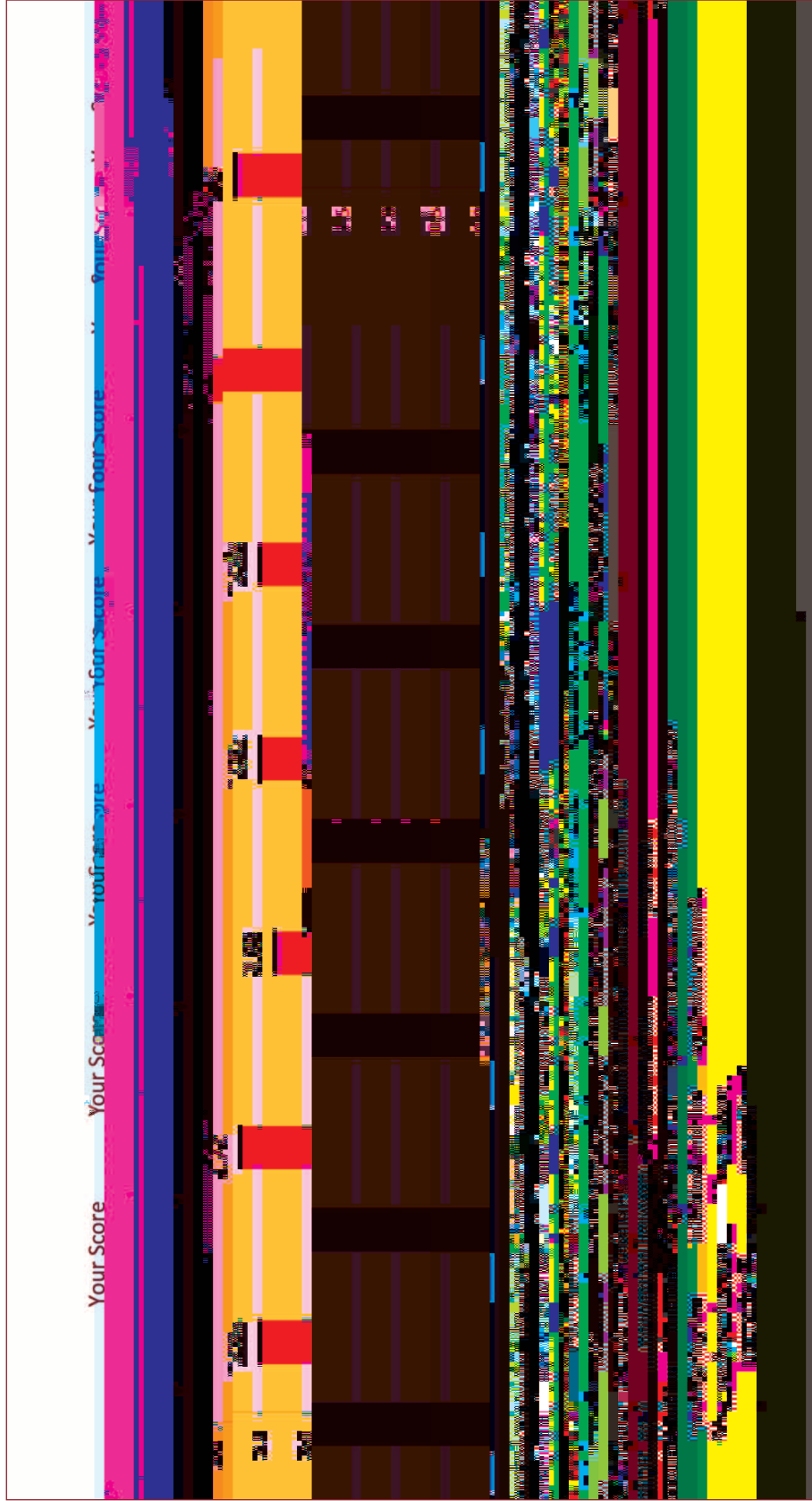


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Promotion System Toolkit Worksheet #5

Compare Your Organization's Average Scores to the National Averages



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size of your work-

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



Figure 7: Step 3 of the Promotion System Toolkit