

INCREASING EFFECTIVENESS OF SEPARATION SYSTEMS

SEPARATION SYSTEM TOOLKIT



EP :
MAKE THE AUDI



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1.0 Introduction

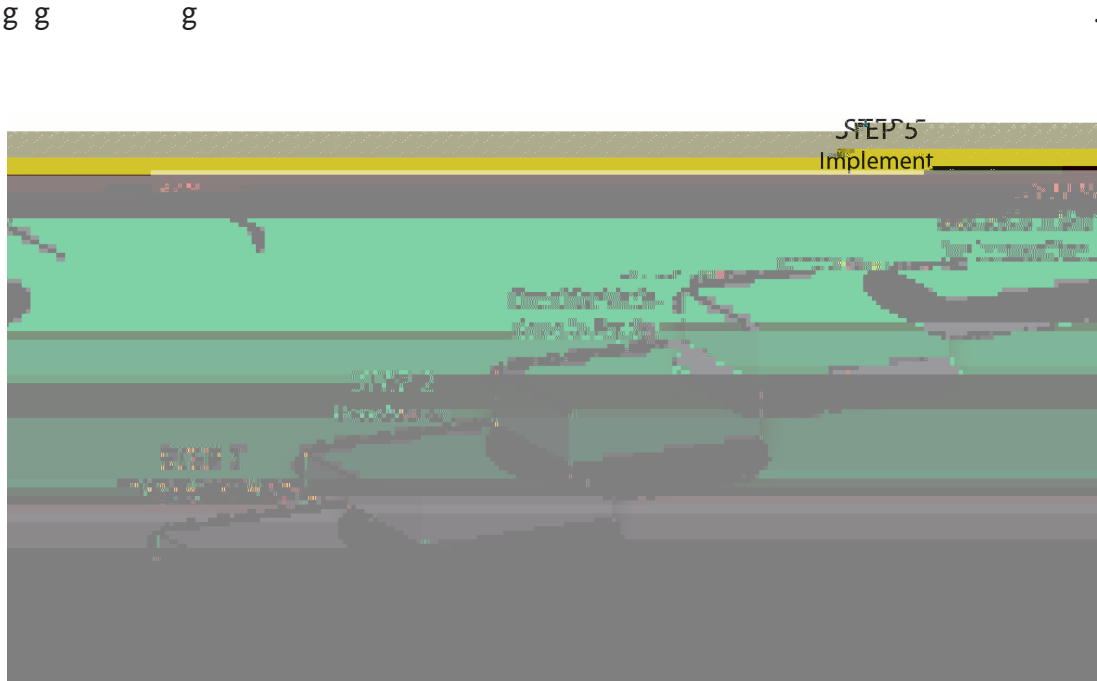
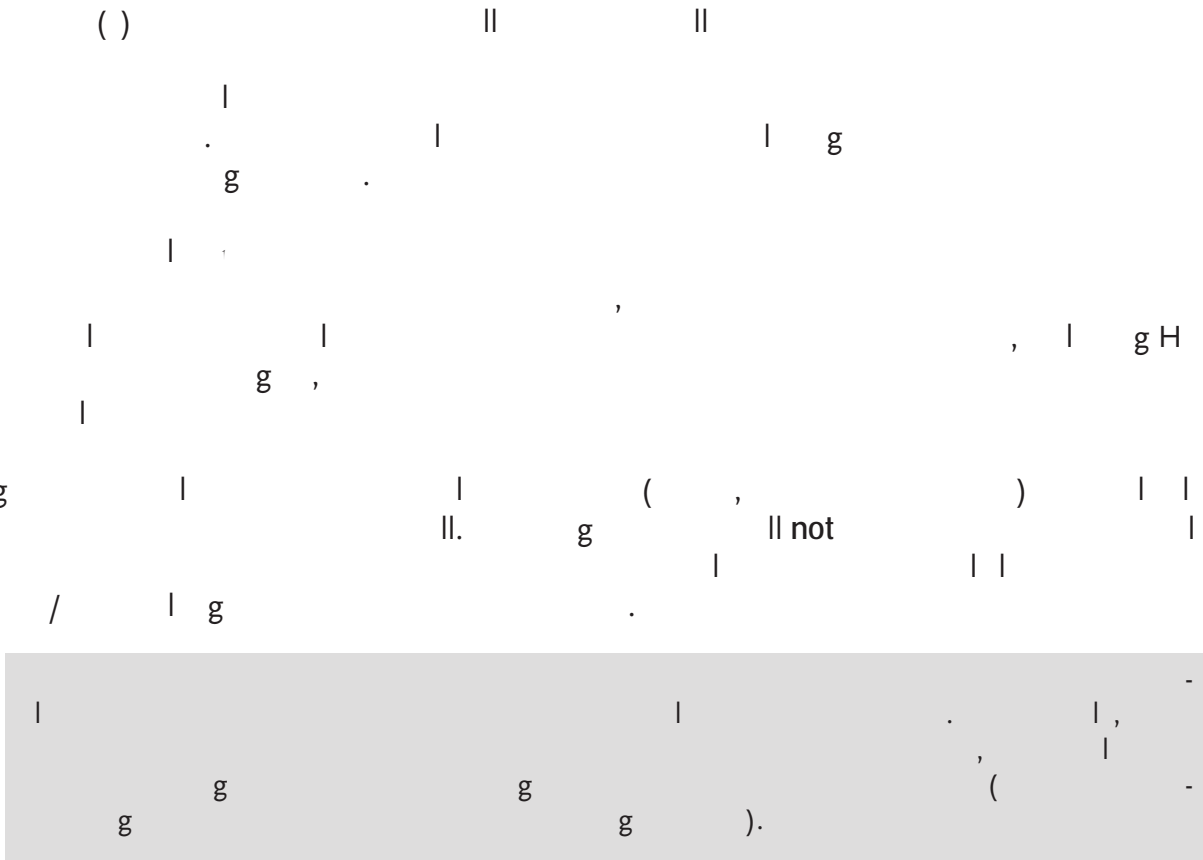


Figure 4: Step 1 of the Separation System Toolkit

1.1 Roles and Responsibilities



1.2 Step 1 Tasks

Task 1: Review the Equity Audit Questions for the Separation System

Separation System Toolkit Worksheet #2 Equity Audit Questions for the Separation System



1. How often do you have to work on weekends or evenings?	()						g	
2. How often do you have to work during school hours?		.		,		.	/	,
3. How often do you have to work during the school year?	.				.			

4. How often do you have to work during the summer?		g		-	,	g		g	
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Not at All	To a Limited Extent	To Some Extent	To a Great Extent
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5. How often do you have to work during the winter?	.	g	g			-
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Not at All	To a Limited Extent	To Some Extent	To a Great Extent
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6. How often do you have to work during the spring?		g		,	,	g
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Not at All	To a Limited Extent	To Some Extent	To a Great Extent
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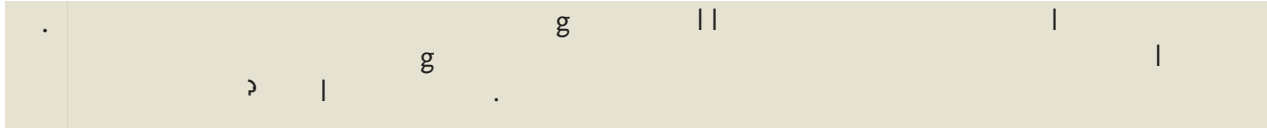
7. How often do you have to work during the fall?		g		g	g
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Not at All	To a Limited Extent	To Some Extent	To a Great Extent
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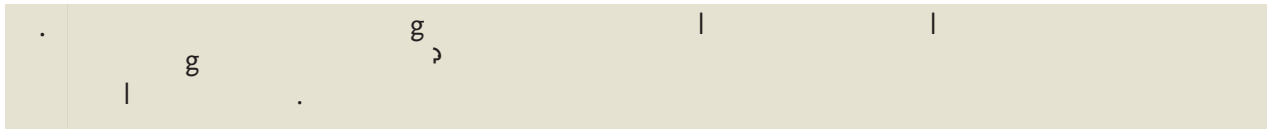
Separation System



Not at All To a Limited Extent To Some Extent To a Great Extent



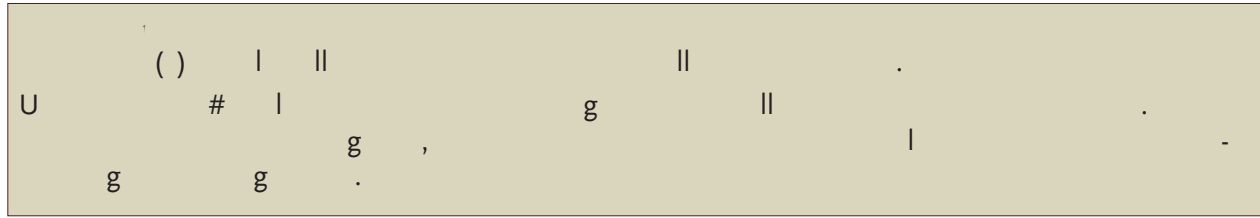
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Not at All To a Limited Extent To Some Extent To a Great Extent

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Task 2: Calculate Mean



Separation System Toolkit Worksheet #3
Sample Tally Sheet for Audit Questions

Question	Answer "Score" Respondent #1	Answer "Score" Respondent #2	Etc.	Total/Divided by # Respondents to Get Average Score for Your Organization $\frac{\text{Total}}{\text{Number of Respondents}}$
1. To what extent does your organization have written policies which ensure that decisions such as furloughs, lay-offs, and terminations are fair, without regard to employees' demographic or social identities??				
2. To what extent has your organization adopted practices that enable employees who have been terminated to request an inquiry about the decision?				
3. To what extent has your organization adopted practices, such as exit interviews, that give employees opportunities to discuss possible concerns about connections between their separation and inequities?				
4. To what extent does your organization routinely conduct audits to gain insight about the equity of separations?				
5. To what extent does your organization hold one or more employees (e.g., supervisors; Director of DEI, etc.) accountable for monitoring possible fairness of separations?				
6. To what extent does your organization hold one or more employees (e.g., supervisors; Director of DEI, etc.) accountable for monitoring possible fairness of separations?				
7. To what extent does your organization provide employees with equitable access to information pertaining to their separation?				



Go to Step 2 of the Separation System Toolkit: Benchmark

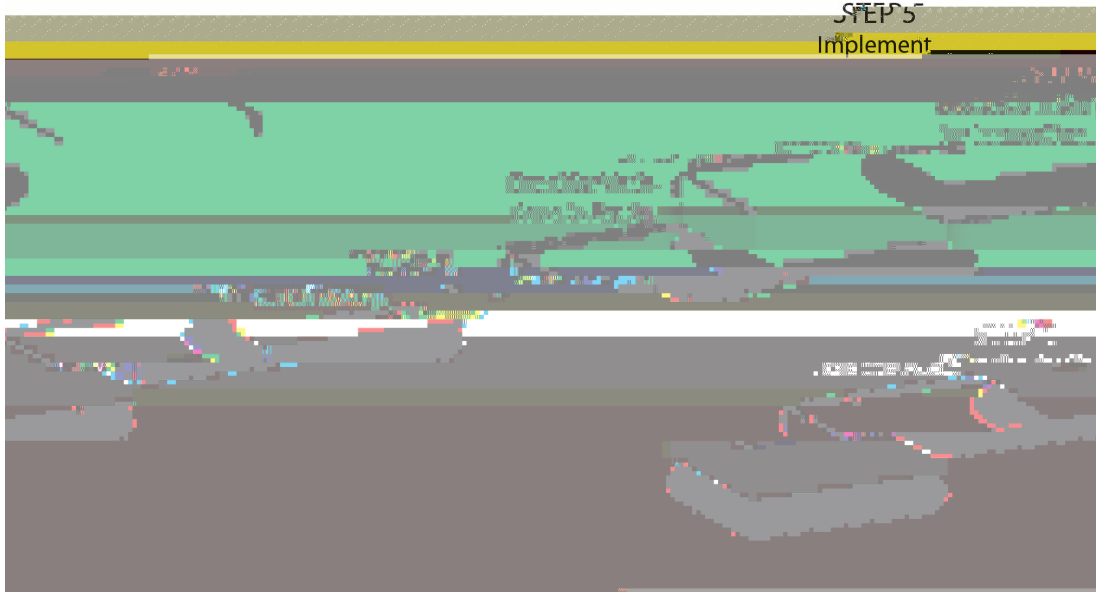


Figure 5: Step 2 of the Separation System Toolkit