

## Domain: Our People

### Metric 3: Diversity and Inclusion Training in our Workforce

#### Focus Area: Anti-Racism Training

#### *The Metric*

##### QUESTION 5

For the three focus areas listed below (Cultural Responsiveness, Anti-Racism Behaviors, Implicit and Explicit Bias Reduction) do you have:

	Cultural Responsiveness	Anti-Racism Behaviors	Implicit and Explicit Bias Reduction
a) an explicit aim	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) training modules or programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) systems to track that staff complete training in some or all of these areas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) policy that all staff and board members are eligible for training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) methods of requiring staff and board members to complete these trainings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) an evaluation system in place to measure the effectiveness of these trainings/programs/resources (e.g. staff and board satisfaction, measure of new learning, probability to attend a similar opportunity, perception of inclusivity, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) set improvement goals / aims based on data from your evaluation system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**QUESTION 6**

**What percentage of your organizational staff have completed activities (trainings, workshops, etc.) in the following subject areas this year:**

**Percent**

**a) Cultural  
Responsiveness**

**b) Anti-Racism  
Behaviors**

**c) Implicit and  
Explicit Bias  
Reduction**