

## Domain: Our People

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

#### Focus Area: Explicit / Implicit Bias Reduction 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:

	Implicit and Explicit Bias Reduction
a) an explicit aim	<input type="text" value=""/>
b) training modules or programs	<input type="text" value=""/>
c) systems to track that staff complete training in some or all of these areas	<input type="text" value=""/>
d) policy that all staff and board members are eligible for training	<input type="text" value=""/>
e) methods of requiring staff and board members to complete these trainings	<input type="text" value=""/>
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="text" value=""/>
g) set improvement goals / aims based on data from your evaluation system	<input type="text" value=""/>