

Reassessment: 6 Months Later

Please take a moment to review the Organizational Assessment and reflect on the way your organization has developed since making a commitment to gender equity.

1. What steps has your organization taken to address gender equity in your organization and workplace?
2. If you noted a substantial gap in gender representation in certain areas of your organization, have you set hiring or recruitment goals with deadlines to address this lack of representation? What other actions have you taken to address deficiencies in representation in the field?
3. How has your organization adjusted its workplace policies to improve gender equity?
4. Have you noticed that members of your organization have responded to these changes? Why do you think that is?
5. What effect have these changes had on your workplace culture?
6. Do you feel you have a greater sensitivity to your own unconscious biases and issues of gender discrimination as a result of this toolkit? Why or why not?
7. How has an intentional focus on gender equity lead you to improve equity across your organization? What steps can you take to promote greater diversity in your organization and in the sector outside issues of gender?