

# TRUE NORTH

A DIVERSITY, EQUITY, AND INCLUSION SELF-ASSESSMENT  
FOR STUDENT ORGANIZATIONS

Grace Gardner, M.Ed. & Taylor Camara



## Instructions

This tool is designed to help you evaluate your student organization as you strive to create a more inclusive organization & support a diverse membership. Here's how to use it:

1. **Review the pre-reading included in Definitions**, as well as Student Involvement's Commitment to your organization. This is important to ensure a shared understanding of some of the terms and concepts addressed in the self-assessment.
2. **Complete the self-assessment**. This can be done alone, with your organization's leadership team, or by the entire membership.
3. **Schedule time to meet with [your staff liaison](#)**. They can help you complete the Action Planning Guide and determine next steps for your organization.
4. **Review and connect with any relevant UWM Campus Resources**.
5. **Commit to completing this self-assessment annually** because diversity, equity, and inclusion are not end goals, but part of an ongoing process for student organizations.

*Questions? Contact your [Organization Liaison](#) or [activities@uwm.edu](mailto:activities@uwm.edu)*

## Student Involvement's Commitment

"In Student Involvement we are driven to help student leaders build student organizations to be places that are inclusive and celebrate the rich diversity of UW-Milwaukee. Our collective work on diversity, equity, and inclusion requires commitment, collaboration, humility, and courage. As partners, Student Involvement recognize that this work is ongoing but essential in our commitment to helping developing graduates and citizens capable of leading Milwaukee and Wisconsin forward."

## Outcomes

As a result of completing this self-assessment tool and meeting with your organization liaison to review the results, registered student organizations will:

- Be able to define diversity, equity, and inclusion (DEI).
- Understand the importance of diversity, equity, and inclusion efforts in student organizations.
- Review organization policies, operations, and membership experience to identify opportunities for growth related to diversity, equity, and inclusion.
- Identify next steps to promote a culture of inclusion in their organization.

## Definitions

**DEI** = Diversity, Equity, and Inclusion

**Diversity** is having a variety of racial, sexual, gender, class, religious, ethnic, abled, and other social identities represented in a space, community, institution, or society.

*Adams, M et al. (2016). Teaching for Diversity and Social Justice. New York: Routledge. P. 1*

**Equity** refers to fairness and justice and is distinguished from equality: equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances. The process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures.

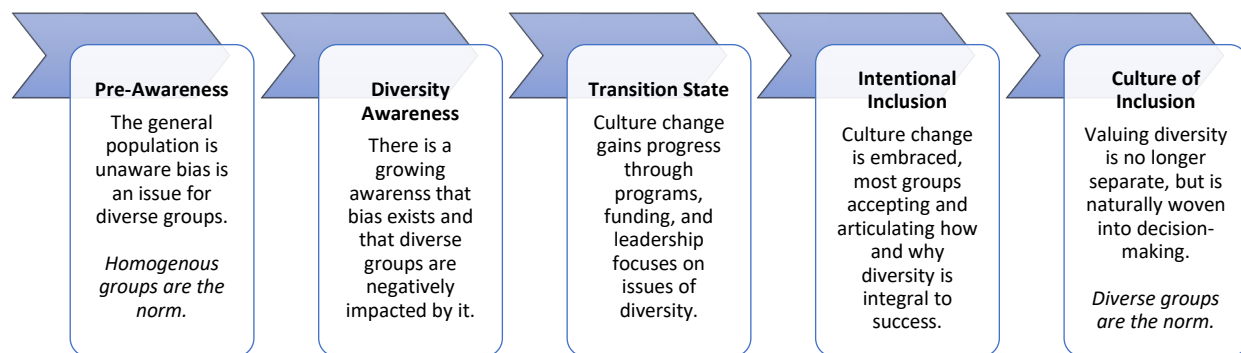
*National Association of Colleges and Employers (NACE). "Equity" <https://www.nacweb.org/about-us/equity-definition>.*

**Inclusion** is the notion that an organization or system is welcoming to new populations and/or identities. This new presence is not merely tolerated but expected to contribute meaningfully into the system in a positive, mutually beneficial way.

*Carter-Hicks, J. (2015). "Inclusive Education." Encyclopedia of Diversity and Social Justice. Vol. 1. (Ed. S. Thompson). Lanham, MD: Rowman & Littlefield. P. 412-3.*

## Pathways to Diversity & Achieving a Culture of Inclusion

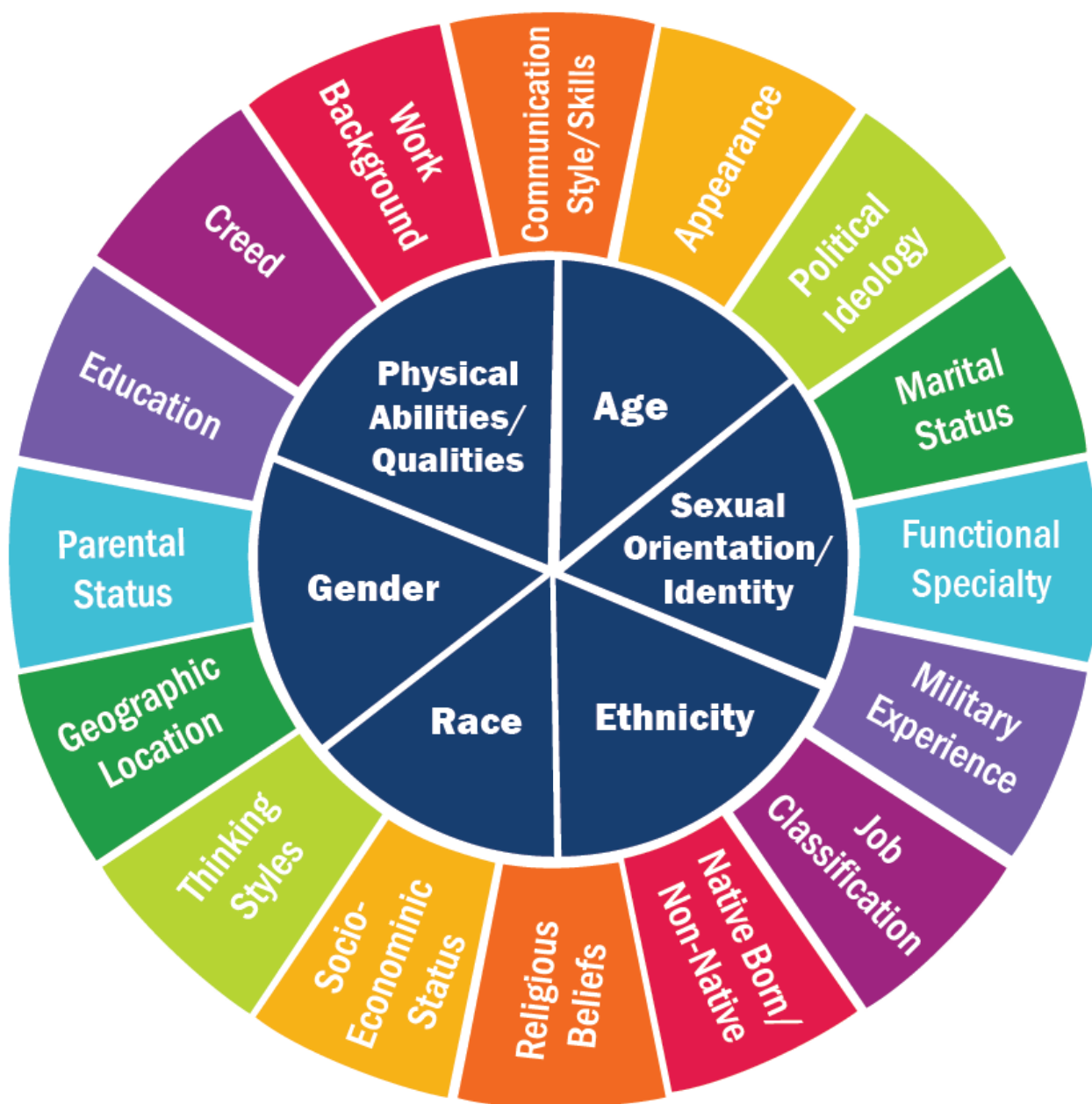
*These stages are fluid and overlapping. Your organization will likely experience characteristics across several stages simultaneously.*



*Adapted from UC's "Achieving a Culture of Inclusion": A Self-Assessment Tool*

## Dimensions of Diversity

*The center of the wheel represents characteristics that are usually most permanent or visible. The outside of the wheel represents dimensions that are acquired and change over the course of a lifetime. The combinations of all these dimensions influence our values, beliefs, behaviors, experiences, and expectations and make us all unique as individuals.*



Source: Johns Hopkins University and Medicine

## Self-Assessment

POLICY	YES	NO	UNSURE
Our vision, mission statement, and/or strategic plan includes an expressed commitment to diversity, equity, and inclusion.			
Our strategic plan features diversity/inclusion components, including specific goals and objectives.			
<i>If your organization collects dues or membership fees:</i> There are processes to accommodate members with limited financial resources.			
We hold members accountable to creating and upholding an inclusive organization environment.			
Officers create ground rules that promote vulnerability and openness.			
Officers know what to do if a member discloses a serious incident or concern.			
Organization policies allow exceptions for physical health, mental health, financial need, and/or extraordinary circumstances.			
Policies are framed with the assumption that most members have good intentions. (e.g., “all meetings are required, no exceptions” versus “contact me in advance if you have a conflict with the meeting time”)			
<i>If your organization uses sanctions or consequences to hold members accountable:</i> Sanctions are proportionate to behaviors.			
Our organization has a clear and well-communicated means for members to submit complaints or feedback.			
Our organization has a position or committee that is specifically responsible for diversity/inclusion initiatives or each officer has specific duties related to diversity, equity, and inclusion.			

LEARNING	YES	NO	UNSURE
We have intentional processes for members to become DEI-informed. (e.g., orientations, training, etc.)			
We understand the ways in which inequities are produced and maintained in our organization, at UWM, and in larger society.			
Our organization invites campus and community partners to train members on topics for which we are not experts. (e.g. University Counseling Staff to discuss mental health and University resources)			
Our organization regularly engages in diversity, equity, and inclusion trainings on the following topics:			
• Anti-racism training			
• Microaggressions & belonging			
• Stereotype threat			

• Mental Health & emotional wellbeing			
• Disabilities & accommodations			
• Gender biases, masculinity, & femininity			
• Inclusive recruitment practices			
• Allyship & bystander intervention			
• Intercultural communication, behaviors, and customs			
Our organization has a shared definition and understanding of diversity, equity, inclusion, and cultural competence.			
Our organization conducts at least one diversity and inclusion training session annually for members.			
Our officers know who to contact at the University to implement our diversity and inclusion/outreach training.			

#### COMMUNICATION

	YES	NO	UNSURE
We assess communications and social media for appropriate and inclusive messaging that speak to a broad range of students.			
Our organization uses plain language in all communications.			
Our organization removes acronyms from communications wherever possible.			
Organization advertisements and communications explain how membership supports student's success.			
Meeting times, dates, and locations are shared publicly with contact information included.			

#### MEMBERSHIP & RECRUITMENT

	YES	NO	UNSURE
We work to build an increasingly diverse pipeline of potential officers and members.			
Improving the climate for diverse populations and recruiting and retaining diverse members is increasingly seen as every member's responsibility.			
Our organization provides accessibility for non-English speakers and individuals with disabilities during the joining process.			
Organization communications on how to join or attend events reach non-traditional and marginalized groups.			

#### OPERATIONS

	YES	NO	UNSURE
At events or meetings, officers and members engage with members who seem alone or lost.			

We facilitate connections between new members and with existing members.			
Our organization hosts meetings and events in a variety of different spaces on campus.			
Our organization engages with members and non-members virtually.			
Our organization provides opportunities for members to engage in small groups to build connections.			
We have adapted programs and activities to reflect cultural differences.			
Our organization asks all members if they require accommodations.			
Our organization provides accessibility for any members requiring accommodations.			

ONGOING COMMITMENT TO DIVERSITY, EQUITY, & INCLUSION	YES	NO	UNSURE
We use our organizational advocacy and our position in the UWM community to advance DEI.			
We use our understanding of member diversity and demographics to inform goals, prompt changes, and guide strategic planning.			
We have made diversity and inclusion a core value and goal for our organization that is tied to both our annual and strategic goals.			
Our officers discuss how diverse members may be affected by any decision, program, or policy being considered.			
Our organization is integral to moving our campus towards diversifying and achieving a culture of inclusion.			

## Action Planning Guide

This Action Planning Guide is to be completed with assistance from your organization liaison once you have completed the Self-Assessment.

IDENTIFIED GOALS	ACTION STEPS	PRIORITY	WHO IS RESPONSIBLE?	TARGET START DATE	TARGET COMPLETION DATE	STATUS



## UWM Campus Resources

### Women's Resource Center

- Student Union WG93
- [wmncntr@uwm.edu](mailto:wmncntr@uwm.edu)

### Equity & Diversity Services

- Mitchell Hall, Rm. 359
- (414) 229-5923
- [diverse@uwm.edu](mailto:diverse@uwm.edu)

### Title IX

- Chapman Hall, Rm. 335
- (414) 229-7012
- [titleix@uwm.edu](mailto:titleix@uwm.edu)

### Dean of Students

- Student Union 345
- (414) 229-4632
- [dos@uwm.edu](mailto:dos@uwm.edu)

### LGBTQ+ Resource Center

- Student Union WG89
- [\(414\) 229-4116](tel:414-229-4116)
- [peerout@uwm.edu](mailto:peerout@uwm.edu)

### Military and Veterans Resource Center (MAVRC)

- Student Union WG99
- (414) 229-7211
- [mavrc@uwm.edu](mailto:mavrc@uwm.edu)

### Inclusive Excellence Center

- Student Union W119
- 414-229-7234
- [iecenter@uwm.edu](mailto:iecenter@uwm.edu)

### Accessibility Resource Center

- Mitchell Hall, room 115
- (414) 229-6287
- [archelp@uwm.edu](mailto:archelp@uwm.edu)

### Student Involvement

- Student Union 355
- (414) 229-5780
- [activities@uwm.edu](mailto:activities@uwm.edu)

### Center for Community-Based Learning, Leadership, and Research

- Student Union G28
- (414) 229-3161
- [lmmarks@uwm.edu](mailto:lmmarks@uwm.edu)

## References

Adams, M et al. (2016). *Teaching for Diversity and Social Justice*. New York: Routledge. P. 1

Carter-Hicks, J. (2015). "Inclusive Education." *Encyclopedia of Diversity and Social Justice*. Vol. 1. (Ed. S. Thompson). Lanham, MD: Rowman & Littlefield. P. 412-3.

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Drange Lee, S. (2006). "Achieving a Culture of Inclusion: A Self-Assessment Tool". University of California P. 1-7.

Freer, B. (2020) "Unit Level Inclusive Environment Inventory". University of Wisconsin – Milwaukee. P. 1-6.

National Association of Colleges and Employers (NACE). "NACE Diversity and Inclusion Self-Assessment." <https://www.nacweb.org/career-development/organizational-structure/diversity-and-inclusion-self-assessment/>.

National Association of Colleges and Employers (NACE). "Equity" <https://www.nacweb.org/about-us/equity-definition>.