INCREASING EQUITY AT THE WORKPLACE

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STEP 2: BENCHMARK

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2.0 Introduction

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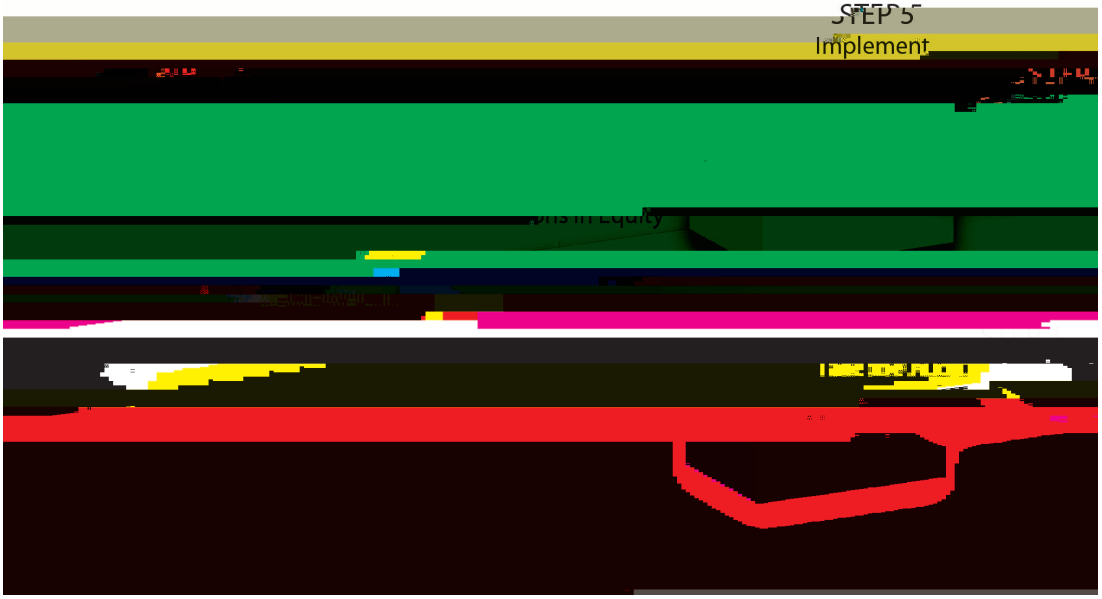

Figure 6: Step 2 of the Separation System Toolkit

2.1 Roles and Responsibilities

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T E a C a a a a a a .

2.2 Step 2 Tasks

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Task 1: Compare Your Organization's Average Scores on the Equity Audit to the National Study of Workplace Equity

Separation System Toolkit Worksheet #4

Your Organization's Average Audit Scores

	Your Organization's Average Scores **From Worksheet #3 (scores ranging from 1.0 to 4.0)**
1. To what extent does your organization have written policies which ensure that decisions such as furloughs, lay-o□s, 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 do the actions of your organizational leaders indicate that they believe that there is a connection between the organization's DEI initiatives and the fairness of systems established for separation?	
7. To what extent does your organization provide employees with equitable access to information pertaining to their separation?	

Task 2: Benchmark

Directions:

To [illegible] your organization's [illegible] scores to the National Averages, [illegible] the [illegible] in Worksheet #4 and [illegible] them in the [illegible] below.

Separation System Toolkit Worksheet #5

Compare Your Organization's Average Scores to the National Averages

Go to Page 6 for Worksheet #5

[illegible] [illegible] [illegible] [

Separation System Toolkit Worksheet #5

Compare Your Organization's Average Scores to the National Averages

Your Score
47
35
331
Your Score
Your Score
Your Score

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- *less* a a a a a a a a a a a a a .

T E C a a S a S . T L a ( ) E a a .

☐ Go to Step 3 of the Separation System Toolkit: Consider Variations in Equity

Figure 7: Step 3 of the Separation System Toolkit