

# DIVERSITY, EQUITY & INCLUSION TOOLKIT

Brought to You by Charities Review Council

To be truly successful, a variety of experiences and perspectives must be present at all levels of an organization. With the Diversity, Equity & Inclusion Toolkit, organizations can work towards becoming stronger, more welcoming, and more trustworthy.

## WHAT IT IS

The Diversity, Equity & Inclusion Toolkit (DEI Toolkit) is an accessible and affordable, self-administered assessment tool with learning resources, guided reporting and goal-setting, built-in. The toolkit is designed to assess and strengthen three important areas of an organization or system:

- **People** that reflect an organization's diversity;
- **Processes** that demonstrate an organization's culture of inclusion; and
- **Power** structures that show how an organization makes decision that lead to greater equity.

## HOW IT WORKS

Organizations and businesses should use the Diversity, Equity & Inclusion Toolkit to:

- Understand their own internal diversity as it compares to the community they serve;
- Set goals that create internal and external equity and inclusion; and
- Clarify roles and responsibilities that move the organization toward identified goals.

## WHO CAN BENEFIT

No matter where an organization is on the diversity, equity and inclusion spectrum, the DEI Toolkit can give crucial information about its people, processes and power structures.

How an organization reflects the community it serves is never one size fits all. Instead, knowing the community and how it operates—and then reflecting that in an authentic way—is what matters most in being effective and accountable.

## GETTING STARTED

Build a more effective and reflective organization from the inside out. Go to <http://bit.ly/DEIToolKit> to get started.

## QUESTIONS?

Contact [toolkit@smartgivers.org](mailto:toolkit@smartgivers.org) or visit [smartgivers.org](http://smartgivers.org) for more information.

## ABOUT CHARITIES REVIEW COUNCIL

Charities Review Council is building donor and nonprofit relationships for strong, vibrant and just communities. We envision vibrant and healthy communities for all, benefiting from effective and trustworthy nonprofits that are supported by a well-informed public's generosity.

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