

Diversity Dozen

A tool for beginning reflection and prompting discussions related to race.

1. Can city staff accurately cite the racial and ethnic demographics, including the number of foreign born residents, of your municipality?
2. Have you visited parts of the city where most people of color or immigrants reside in the last six months?
3. When thinking of your municipality's staff and appointed boards and commissions, do they reflect the demographics of the community served, at all levels and on all boards?
4. Can the municipality's staff discuss issues related to or impacted by race comfortably?
5. Is there a systematic way to evaluate proposals and decisions regarding budgets, services and programming to ensure all parts of the city receive needed investments?
6. Does your organization have a clear and shared understanding of the definitions of and differences among diversity, equity and inclusion?
7. Have you asked employees from diverse backgrounds about their sense of belonging and their beliefs about advancement opportunities within the workforce?
8. Does the municipality's staff have multiple, effective outreach strategies that gain and use input from communities who are often detached from local government?
9. Does your municipality staff know the community's history of race and racial conflict?
10. Have the municipality's hiring managers and human resources department received training and created systems to mitigate bias in hiring and promotion decisions?
11. Does the municipality have a statement, policies and training programs that communicate the value of diverse people and perspectives in the community overall and the municipality workforce?
12. Does the municipality have a policy that addresses instances in which an employee devalues others because of their race, gender, religion, sexual orientation or other characteristics that create diversity?

"Defeating racism, tribalism, intolerance and all forms of discrimination will liberate us all, victim and perpetrator alike."

–Ban Ki-moon,
Secretary-General
of the United
Nations.

"Racism is man's gravest threat to man – the maximum of hatred for a minimum of reason."

–Abraham Joshua
Heschel, theologian

"No matter how big a nation is, it is no stronger than its weakest people, and as long as you keep a person down, some part of you has to be down there to hold him down, so it means you cannot soar as you might otherwise."

– Marian Anderson,
singer

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Learn more at www.NationalCivicLeague.org

