



## EIGHT TWENTY EIGHT

### The 828 Tracker ASSESSMENT WORKSHEET



#### Org

1. Current racial and gender demographics within the organization.
2. Number of management positions according to race and gender.
3. Number of promotions given within the last 24 months according to race and gender.
4. Average starting salary according to race and gender.
5. Resignations given within the last 24 months according to race and gender.
6. Current maternity/paternity leave provided.
7. Percentage of employees allowed to telecommute.
8. Number of discriminatory complaints within the last 24 months.

#### Staff

1. Current org chart.
2. Number of affinity groups supporting historically marginalized populations.
3. Number of managers employed 5, 10, 15 plus years.
4. Number of staff members that have had one or more discriminatory complaints filed against them.
5. Top 3 frequently decided places promoted to hang out after work.
6. Cultural events celebrated.
7. Employee resources available.
8. Recent employee survey results.

#### Leadership

1. Number of total years of DEI training.
2. Number of PD opportunities available for staff to learn DEI in the previous 12 months.
3. Number of public documents emphasizing the value of DEI work.
4. Number of leaders that current staff seek DEI support and advice from.
5. Number of DEI trainings facilitated and/or lead by leadership.
6. Number of leaders currently involved in racial and gender affinity groups.
7. Number of political paraphernalia placed in the office.
8. Number of Implicit bias training taken by leadership within the previous 24 months.

#### Goals

##### Achieved

- 1.
- 2.
- 3.
- 4.
- 5.

##### Pursuing

- 1.
- 2.
- 3.
- 4.
- 5.