

DIVERSIFYING YOUR CLUB: A READINESS ASSESSMENT

Clubs vary widely in their readiness to build connections with new people and create a culture of inclusion. Complete the table below, using the empty row to add your own ideas. Discuss the steps you would take as a group.

IS YOUR CLUB READY TO ...	YES/NO (circle one)	NEXT STEPS
Discuss the benefits of having its membership accurately represent your community?	Yes No	
Dedicate time during a few meetings to conduct the Diversifying Your Club assessment and complete the Member Diversity Worksheet?	Yes No	
Consider several perspectives when applying The Four-Way Test?	Yes No	
Recognize the difference between equality and equity, and understand why equity is our goal?	Yes No	
Understand and counteract the ways in which unconscious biases can shape how we perceive people?	Yes No	
Build authentic relationships with diverse groups of people?	Yes No	
Include members of underrepresented groups in any discussion of community needs and give them an active role in any initiative?	Yes No	
Develop a culture of inclusion where everyone who engages with us feels respected and valued for their unique qualities?	Yes No	