



2. UNDERSTAND: Be thoughtful about how diversity might be underrepresented in your workplace/social circle/community and assess your own privilege and bias.

Explanation of Issue: Understand your own unconscious bias (prejudice or judgement) and privilege so as to increase diversity and be more inclusive in your practices. This increased self-awareness will help to identify where change needs to take place.

Practical Tools

- Assess your own privilege using this tool: [Intersectionality Score Calculator](#)
 - Read this: [What Is White Privilege, Really?](#) (Collins, 2018)
- Work to better understand implicit/unconscious bias:
 - Learn more about your implicit biases with the [Implicit Association Test](#)
 - Develop practices to mitigate implicit bias when making decisions in the workplace
 - For example, create objective methods to evaluate candidates and blind systems in place to mitigate bias (remove names and gender-identifiers from applications)
- The Meyer Memorial Trust [Diversity, Equity and Inclusion \(DEI\) Spectrum Tool](#) is used to assess where an organization is on its DEI journey and to identify potential areas for future work. The tool describes organizational characteristics at different points along the DEI continuum for twelve different dimensions of DEI work.
 - Examine existing workplace DEI policies, if they don't exist, work to create them, and regularly evaluate performance.
- Local governments can consult [Human Rights Campaign Foundation](#) resources, which evaluate community performance on LGBTQIA inclusion.

What Is Already Being Done in Our Community

- The City of Steamboat Springs and the Human Resource Coalition hired DEI consultants to help these groups learn and understand the components of DEI and how to influence their organizations growth. This was a shared resource and allowed multiple groups to benefit from this expertise. Due to COVID-19, these were postponed.