COMMISSION
ON ECONOMIC INCLUSION

THANK YOU FOR COMPLETING THE ASSESSMENT!

Your responses are summarized below. Please click on the link to the right to produce a .pdf for your records.

Also, by scrolling to the bottom of this page and clicking the ">>" button you will receive your weighted score on the best practice sections. For context, click here for the 2016 Commission averages on these metrics.

Below is a summary of your responses   Download PDF

WELCOME

Welcome to the Commission on Economic Inclusion's *Diversity & Inclusion Organization Assessment.*

We invite you to use this tool to assess your diversity and inclusion efforts free of charge as part of your Greater Cleveland Partnership (GCP) member benefits. Over the past sixteen years, hundreds of GCP members have benefited from this exercise; we encourage you to take advantage of this opportunity, too.

If you are new to the *Diversity & Inclusion Organization Assessment* (*D&I Assessment*), please read the introductory information below. It provides detail about the value of completing the assessment, our commitment to confidentiality, as well as the reports available and opportunities for recognition. For GCP members that have participated in the past, you will see significant changes. See "New this Year" for more information.

We are happy to provide two new features this year:

For those organizations who completed the D&I Assessment in 2017, the form will be completely pre-populated with your data from last year. We expect this to be a significant time-saver for those of you responsible for completing the information. However, we would like to point out that it is still your responsibility to verify that all of the information is still correct before submitting.

You can also now generate a .pdf of your responses for your records after making your final submission.

Submissions are due by Friday, March 15, 2018.

You can navigate back and forth throughout the different sections of the assessment using the drop-down Table of Contents in the upper left corner.

You will not see a "save" button anywhere, but your infiormation is saved as you go. You can simply close your browser and your information will be there when you log back in later.

For additional questions or support, contact the *D&I Assessment* administrator, Scott Harrington. Call:1-216-592-2213 or email to **sharrington@gcpartnership.com**

CLICK HERE FOR A PRINTABLE PREVIEW OF THE ASSESSMENT

INTRODUCTORY INFORMATION
Click button for more information on each topic (de-select to minimize)

CONFIDENTIALITY OF DATA

The Commission on Economic Inclusion regards confidentiality of the *D&I Assessment* data to be of utmost importance. Any identifying responses provided will be kept strictly confidential. Data will only be used in aggregate with the responses of others participating in the assessment.

To effectively administer the *D&I Assessment*, two Commission on Economic Inclusion employees have access to individual survey data: the Vice President and the Manager; each has signed a non-disclosure agreement. Be assured that no identifying information is reported to Greater Cleveland Partnership employees, Greater Cleveland Partnership members, or the community-at-large.

Additionally, our technology vendor, Qualtrics, is dedicated to protecting all customer data using industry best standards. Qualtrics servers are protected by high-end firewall systems. For more information on their security measures, please refer to their website: www.qualtrics.com

RECOGNITION OPPORTUNITIES

Every year, organizations have an opportunity to take part in the Commission on Economic Inclusion's Best in Class recognition program. Recognition categories include Board Diversity, Senior Management Diversity, Workforce Diversity and Supplier Diversity; and awards are presented at the Greater Cleveland Partnership Annual Meeting. Participation in this program is voluntary.

Organizations are eligible for recognition if they complete certain sections of the *D&I Assessment.* To be eligible for recognition in any category, an organization needs to:

- Be a member in good standing with the Greater Cleveland Partnership
- Sign the Leadership Commitment Form (see below)

- Fill out the Best Practice Sections applicable to your organization
- Complete the Workforce demographics section
- Complete the Senior-level Management demographic section

Additionally, to be eligible for the Board Diversity or Supplier Diversity category, an organization needs to:
- Complete the Board or Supplier Diversity demographic sections

Click here to download the **LEADERSHIP COMMITMENT FORM**

NOTE: Items with an asterisk (*) are required.

CONTACT INFORMATION

Organization Name*

The Convention and Visitors Bureau of Greater Cleveland Inc., dba Destination Cleveland

Local Address

334 Euclid Avenue

Chief Executive or Top Regional Executive*

Name | Mr. David C

Title | President &

Phone number | 216-875-66

e-mail | dgilbert@d

D&I Assessment Contact*

Name | Jennifer DiFranco

Title | HR Manager

Phone number | 216-875-6618

e-mail | jdifranco@destinationcle.c

Diversity Contact

Name | Ms. Leslie Graf

Title | VP of Finance & Administra

Phone number | 216-875-6601

e-mail | lgraf@destinationcle.org

Human Resources Contact

Name |

Title |

Phone number |

e-mail |

Procurement Contact

Name |

Title |

Phone number |

e-mail |

Construction/Physical Development Contact

Name |

Title |

Phone number |

e-mail
[   ]

NOTE: Items with an asterisk (*) are required

ORGANIZATION INFORMATION

Organization Type*

- ○ For-profit, privately held
- ○ For-profit, publicly held
- ● Non-profit
- ○ Government/Public Entity

Headquartered in Northeast Ohio*
Northeast Ohio refers to the following counties: Ashland, Ashtabula, Carroll, Columbiana, Cuyahoga, Geauga, Lake, Lorain, Mahoning, Medina, Portage, Richland, Stark, Summit, Trumbull, Wayne, Erie, Holmes, Huron, Tuscarawas

- ● Yes
- ○ No

Industry Segment (choose one) *

- ○ Arts/Culture
- ○ Construction
- ○ Financial Institution
- ○ Healthcare
- ○ Higher Education
- ○ Law
- ○ Manufacturing
- ○ Professional Service (other than law)
- ○ Retail
- ○ Social Service
- ○ Technology
- ○ Utility
- ● Other

Organization has a board of directors or governing body*

- ● Yes
- ○ No

Board is appointed by public appointing entity

- ○ Yes
- ● No

Organization is certified as (check all that apply)

- ☐ MBE
- ☐ WBE
- ☐ LGBT
- ☐ Veteran-owned
- ☐ DBE
- ☐ Other

Organization Size (<u>total employees</u>, all locations)*

- ○ Large (> 1,000 total employees)
- ○ Mid-size (250-1,000 total employees)
- ◉ Small (<250 total employees)

Number of employees in <u>Northeast Ohio only</u>, as of December 31, 2017*

59

Click below for definitions.

- ☐ Northeast Ohio Counties
- ☑ EEOC Race and Ethnic Identification

EEOC Race and Ethnic Identification

For the *D&I Assessment*, minority includes all race/ethnicity categories defined by the Equal Employment Opportunity Commission (EEOC). Race and ethnic designations as used by the EEOC do not denote scientific definitions of anthropological origins. Definitions of the race and ethnicity categories are as follows:

- **Hispanic or Latino** - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
- **White** - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- **Black or African American** – A person having origins in any of the black racial groups of Africa.
- **Native Hawaiian or Other Pacific Islander** – A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- **Asian** – A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- **American Indian or Alaska Native** – A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
- **Two or More Races** – All persons who identify with more than one of the above five races.

WORKFORCE DEMOGRAPHICS (headcount for <u>Northeast Ohio </u>as of December 31, 2017) *note: blanks are not allowed in requir (please enter zero if appropriate).*

		Employees - NEO *		New Hires - NEO		Promotions - NEO		Full-tin
		Male	Female	Male	Female	Male	Female	Male
White		12	42	1	3	0	4	12
Black or African American		1	4	0	0	0	0	1
Hispanic or Latino		0	0	0	0	0	0	0
Asian		0	0	0	0	0	0	0
American Indian or Alaska Native		0	0	0	0	0	0	0
Native Hawaiian or Pacific Islander		0	0	0	0	0	0	0
Two or more races		0	0	0	0	0	0	0

		Part-time - NEO	
		Male	Female
White		0	2
Black or African American		0	0
Hispanic or Latino		0	0
Asian		0	0
American Indian or Alaska Native		0	0
Native Hawaiian or Pacific Islander		0	0
Two or more races		0	0

Click below for a definition of "Senior Management"

☑ Senior Management

Senior-Level Management
Senior-level management employees are the most senior staff of an organization. Responsibilities require frequent interaction with the CEO. Examples are: chief executive officers, chief operating officers, chief financial officers, line of business heads, presidents or executive vice presidents of functional areas or operating groups, chief information officers, chief human resources officers, chief marketing officers, chief legal officers, management directors and managing partners. At a minimum, this includes the chief executive/top leader and the direct reports of the chief executive/top leader. Organization structures vary widely, use your discretion when completing this section (adapted from the EEOC definition).

SENIOR MANAGEMENT DEMOGRAPHICS (headcount for Northeast Ohio as of December 31, 2017)

	Senior Managers - NEO *		Senior Manager New Hires - NEO		Senior Manager Promotions - NEO	
	Male	Female	Male	Female	Male	Female
White	1	3	0	0	0	0
Black or African American	0	1	0	0	0	0
Hispanic or Latino	0	0	0	0	0	0
Asian	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0
Native Hawaiian or Pacific Islander	0	0	0	0	0	0
Two or more races	0	0	0	0	0	0

BOARD DEMOGRAPHICS (headcount for <u>Northeast Ohio</u> as of December 31, 2017)

	Employees - NEO	
	Male	Female
White	16	6
Black or African American	1	2
Hispanic or Latino	1	
Asian	1	
American Indian or Alaska Native		
Native Hawaiian or Pacific Islander		
Two or more races		

Does your organization currently have and initiative or policies in place to encourage a culture of diversity and inclusion?

◉ Yes

○ No

ADDITIONAL INFORMATION

Please use this space to let us know about any other diversity and inclusion efforts that your organization is undertaking that are not specifically addressed in this assessment (statements, policies, etc. that support responses to the best practice questions).

> We established D&I goals and a strategy outline in 2017 which is continually being developed and implemented.

Click below to upload any files that you would like to share to help us better understand your diversity and inclusion story.

Drop files or click here to upload

GLOBAL DIVERSITY AND INCLUSION BENCHMARKS MODEL

Diversity and inclusion has emerged as a practice that is critical to an organization's success. As with other disciplines, standards are needed to measure and monitor progress. The *Global Diversity & Inclusion Benchmarks: Standards for Organizations Around the World* (GDIB) offers benchmarks that can help improve the quality of diversity and inclusion work of all organizations. It is designed to guide organizations to achieve best practices and helps organizations: assess the current state; determine strategy; and measure progress in managing diversity and fostering inclusion.

The GDIB model with its 14 categories - organized into four groups - helps organizations implement strategies that work as an integrated system. The 14 categories cover the important elements that need to be addressed to create a world-class diversity and inclusion initiative.

THE GDIB MODEL

INTERNAL
Attract & Retain People
- Recruitment & Development
- Benefits
- Compensation
- Learning

EXTERNAL
Listen to & Serve Society
- Social Responsibility
- Products & Services
- Marketing
- Supplier Diversity

BRIDGING
Align & Connect
- Assessment
- Communications
- Sustainability

FOUNDATION
Drive the Strategy
- Vision   • Leadership   • Structure

© O'Mara, Richter

Global Diversity & Inclusion Benchmarks

We believe the 14 categories, organized into four groups, cover the important elements that need to be addressed to create a world-class Diversity & Inclusion initiative. Each category is divided into five levels, with the benchmarks at Level 5 considered best practice. Most organizations will need to address all the Foundation and Bridging Categories. Organizations may be more selective about which of the Internal and External Categories to address. Addressing all 14 categories is the most comprehensive and systemic approach.

ASSESSING DIVERSITY AND INCLUSION PRACTICES

In the next section you will be asked a series of questions related to your current diversity and inclusion practices. The *D&I Assessment* is a tool for improvement and we strongly encourage you to use it for this purpose. There is no benefit in inflating the answers. Each category in this section requires a response. If a particular category does not currently apply to your organization, check the box indicating this is the case.

The questions in the Best-Practice section of the *D&I Assessment* are based on and taken with permission from The Global Diversity & Inclusion Benchmarks: Standards for Organizations Around the World (GDIB).

Click button for more information on each topic.

- ☑ **Permission**
- ☑ **What size organization can benefit most from working with the GDIB?**
- ☑ **Do these benchmarks apply to all sectors and countries?**

Permission

The Global Diversity & Inclusion Benchmarks: Standards for Organizations Around the World © 2016 Julie O'Mara and Alan Richter. Used with permission. All Rights Reserved. The Commission sincerely thanks the diversity collegium for creating this model and body of work; it is a significant contribution to the diversity and inclusion field. For more information visit www.diversitycollegium.org.

What size organization can benefit most from working with the GDIB?

Medium and large organizations would benefit most because they potentially have more resources to deploy the staff, programs, and activities needed to achieve the benchmarks. That said, GDIB believes that small organizations will also find these useful, although more customization may be required. Small organizations may be just as capable of reaching the higher-level benchmarks as medium and large ones, but the benchmarks may need to be adjusted slightly.

Do these benchmarks apply to all sectors and countries?

Yes. The GDIB is written to apply to a broad variety of types of organizations and sectors, including for-profit, nonprofit, education, healthcare, government, and community. In its efforts to make the benchmarks as universal as possible, GDIB used general terminology and avoided addressing such specifics as curriculum in education, life-saving cultural interventions in healthcare, shareholder return processes, and so forth. Those specifics, however, should be developed by the organization as part of its strategic plan.

CATEGORY 1: D&I VISION, STRATEGY, AND BUSINESS CASE (check all that apply)*

- ☐ A compelling D&I vision, strategy, and business case has been developed and the benefit has been communicated to all employees
- ☑ The organization has examined its systems, practices, and culture and created strategies to reduce barriers to inclusion
- ☑ D&I qualitative and quantitative goals are in place
- ☐ D&I is well integrated into the organization's strategy
- ☑ D&I strategy contributes to specific accomplishments and the organization's overall success in measurable ways
- ☐ D&I is embedded in organizational culture and is not seen as an isolated program but rather as a core value, a source of innovation, and a means to growth and success
- ☐ This category does not currently apply to our D&I efforts

Please use this space to let us know about any other practices or efforts in this area not specifically addresses in the questions above.

We are in the 2nd year of development of our D&I efforts

CATEGORY 2: LEADERSHIP AND ACCOUNTABILITY (check all that apply)*

- ☐ Leaders willingly write and speak internally and publicly about the organization's D&I efforts
- ☐ Leaders are knowledgeable about D&I and accept managing D&I as one of their responsibilities
- ☐ Leaders are involved in D&I initiatives and communicate the D&I strategy
- ☑ Managing D&I is an essential leadership competency and leaders are rated on it
- ☐ Leaders and board members understand that D&I is systemic. They are fully committed to holding people at all levels accountable for achieving D&I objectives
- ☐ Management performance, pay, bonuses and promotions are tied to D&I goals
- ☑ This category does not currently apply to our D&I efforts

Please use this space to let us know about any other practices or efforts in this area not specifically addresses in the questions above.

CATEGORY 3: STRUCTURE AND IMPLEMENTATION (Check all that apply)*

- ☑ There is a D&I champion or staff person responsible for D&I
- ☐ An organization-wide D&I council/committee exists, meets regularly (quarterly or more), and has visible support and <u>participation</u> from leaders
- ☑ The organization provides adequate financial resources, staffing and support to ensure successful implementation of D&I strategy
- ☐ D&I is well integrated into core organizational systems and practices
- ☑ The most senior D&I champion/staff person is an equal and influential partner on the senior leadership team
- ☐ Employee resource groups (ERGs) are in place and are recognized as a valued resource to the organization
- ☐ Employee resource groups (ERGs) serve as a resource on recruitment, communications, risk management, product/service development and other organizational issues
- ☐ This category does not currently apply to our D&I efforts

Click below for a definition of Employee Resource Group (ERG)

☑ ERG

Employee Resource Group (ERG)
Sometimes referred to as Business Resource Groups, Affinity Groups, Employee Networks, etc., are voluntary, employee-led groups that serve as a resource for employees and employers by fostering a diverse, inclusive workplace aligned with organizational values, goals, business practices and objectives. Other benefits include leadership development, employee engagement, and expanded marketplace reach.

Please use this space to let us know about any other practices or efforts in this area not specifically addresses in the questions above.

CATEGORY 4: RECRUITMENT, RETENTION, DEVELOPMENT AND ADVANCEMENT (check all that apply)*

☐ Managers are educated in understanding differences and the impact their biases may have on selection, development and advancement decisions

☐ Special efforts are made to place members of underrepresented groups in positions that serve as succession pools for future promotion

☐ Recruitment and selection panels understand how bias enters into recruiting and therefore include members knowledgeable about the diverse population the organization wants to attract and advance

☑ Recruitment includes advertising on diversity-focused career websites/social media, and networking with internal and external diversity groups

☐ Turnover of members of underrepresented groups is in parity with that of the majority group

☐ The workforce across all levels and functions is generally representative of the organization's labor market

☐ The organization's talent development processes have resulted in equitable and accessible recruitment, retention, and advancement

☐ This category does not currently apply to our D&I efforts

Please use this space to let us know about any other practices or efforts in this area not specifically addresses in the questions above.

CATEGORY 5: BENEFITS, WORK-LIFE INTEGRATION AND FLEXIBILITY (Check all that apply)*

- ☑ Flexibility in personal appearance and one's workspace is allowed for most employees, provided it is done in a culturally sensitive way

- ☑ Religious practices and cultural holidays are mostly accommodated even if they are not the holidays of the majority

- ☐ An inclusive concept of family guides determination of benefits and participation in organizational events

- ☑ Accessibility and accommodation for religious practices, persons with disabilities, and other special needs are accepted and do not negatively impact the perception of performance

- ☑ The organization accepts and recognizes diversity in language and accents, dress, religion, physical appearance, and non-traditional schedules as fully legitimate

- ☑ Part-time, job sharing, and flexible work arrangements are available for all appropriate positions. Their use, which leaders encourage, does not negatively impact employee performance or advancement

- ☐ This category does not currently apply to our D&I efforts

Please use this space to let us know about any other practices or efforts in this area not specifically addresses in the questions above.

CATEGORY 6: JOB DESIGN, CLASSIFICATION AND COMPENSATION
 (Check all that apply)*

- ☐ Classification/grading and compensation/ remuneration systems are widely communicated to and understood by employees

- ☐ The organization systematically reviews its job requirements, classifications, and compensation practices for bias and takes action to mitigate adverse impact

- ☐ The organization ensures that annual compensation gap analyses are conducted to confirm that biases based on age, disability, gender, organizational function, race, and other equity issues are dealt with appropriately

- ☐ Classification and compensation systems have been modified to address conscious and unconscious biases and assumptions

- ☑ This category does not currently apply to our D&I efforts

Please use this space to let us know about any other practices or efforts in this area not specifically addresses in the questions above.

CATEGORY 7: D&I LEARNING AND EDUCATION (Check all that apply)*

☐ Managers receive training to implement D&I strategies that are specific to their area of responsibility

☐ Education programs address issues of privilege, stereotypes, and bias and include development of skills to address those issues

☐ D&I learning and education is an on-going, multi-year curriculum that takes employees through graduated stages of learning

☐ Challenging and controversial issues such as racism, stereotype threat, and unconscious bias are effectively addressed

☑
Learning from D&I best practices leads the way in creating new organizational culture, structures, services, and products that impact the organization's performance

☐
D&I is integrated into the organization's learning and education programs, including employee orientation, customer service, and management programs and advances the organization's strategy

☐ This category does not currently apply to our D&I efforts

Please use this space to let us know about any other practices or efforts in this area not specifically addresses in the questions above.

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CATEGORY 8: ASSESSMENT, MEASUREMENT, AND RESEARCH (Check all that apply)*

☑ Measurement tools are used to track progress on recruitment, retention, compensation and other D&I elements

☐ External best practices are studied and bench-marking is used to improve the organization's D&I efforts

☐ All employees are measured on their performance based on D&I goals set by the organization

☐ Organization-wide D&I goals are monitored and evaluated to track their effectiveness, and used to make improvements

☐
D&I goals and measures are included as part of the organization's performance, linked to the organization's strategy, tied to compensation, and publicly shared

☐
In-depth D&I assessments covering behavior, attitude and perception are conducted and feed into D&I strategy and implementation

☐ This category does not currently apply to our D&I efforts

Please use this space to let us know about any other practices or efforts in this area not specifically addresses in the questions above.

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CATEGORY 9: D&I COMMUNICATIONS (Check all that apply)*

- ☐ The organization's external website features information about its D&I vision, strategy, goals
- ☐ Communication reflects awareness and knowledge of diversity, including recognition of cultural influences, to enhance inclusion
- ☐ The organization's communication functions (PR, employee communication, marketing) consistently promote D&I
- ☐ Leaders share D&I information with stakeholders, including survey results, successes, and challenges
- ☐ D&I topics are easily and quickly located on the organization's internal and external websites
- ☑ This category does not currently apply to our D&I efforts

Please use this space to let us know about any other practices or efforts in this area not specifically addresses in the questions above.

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CATEGORY 10: CONNECTING D&I AND SUSTAINABILITY (Check all that apply)*

- ☐ The organization has a sustainability strategy, which recognizes the linkage between D&I and sustainability
- ☐ The organization is involved publicly, supports financially, and advocates for one or more D&I and sustainability initiatives, whether global, regional, or issue-specific
- ☐ The organization adapts its sustainability strategy, policies, and practices with input, consultation, and collaboration of diverse stakeholder groups
- ☐ The organization has evidence that its sustainability and D&I initiatives benefit from their alignment with each other and show more meaningful impact than if they were separate and unconnected initiatives
- ☑ This category does not currently apply to our D&I efforts

Please use this space to let us know about any other practices or efforts in this area not specifically addresses in the questions above.

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CATEGORY 11: COMMUNITY, GOVERNMENT RELATIONS AND SOCIAL RESPONSIBILITY (Check all that apply)*

- ☐ The organization publicizes its social responsibility policy
- ☐

The organization connects D&I goals with ethics and integrity initiatives, and supports social justice, social cohesion, and economic development

☑

Employees are encouraged to volunteer in their community. In some cases, the organization "loans" them to work for nonprofit organizations

☐

The organization supports scholarship and internship programs for underrepresented populations that have a positive impact on both the community and the organization's future labor force

☐ The organization leads in supporting and advocating for diversity-related interests in government and societal affairs

☐

The organization's D&I initiatives in the community are treated as <u>more than philanthropy</u>. They are perceived as a core function mainstreamed into organizational strategy

☐ This category does not currently apply to our D&I efforts

Please use this space to let us know about any other practices or efforts in this area not specifically addresses in the questions above.

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CATEGORY 12: PRODUCTS & SERVICES DEVELOPMENT (Check all that apply)*

☐ Products, services, and policies are analyzed for their value to current and potential customers, and are tailored appropriately

☐

Research and product testing helps analyze how different customer/stakeholder groups and cultures may use the organization's products and services

☑

The organization successfully leverages diverse teams, believing it will improve the quality and innovation of products, services and policies

☐

The organization shows the link between diversity and innovation, consistently leveraging D&I to increase product and service innovation

☐

The product, service, and policy development cycle recognizes diversity and accessibility from the outset. It doesn't merely adapt products first developed for the dominant group or culture

☐ This category does not currently apply to our D&I efforts

Please use this space to let us know about any other practices or efforts in this area not specifically addresses in the questions above.

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CATEGORY 13: MARKETING AND CUSTOMER SERVICE (Check all that apply)*

☐

Marketing, advertising, and public relations groups in the organization reflect diversity and are positioned to reach diverse markets

☐ Attempt is made to reach a diverse range of customers by using market-specific media

☑

The marketing and sales force has intercultural competence and can adapt and work effectively with customers of many backgrounds

☑

Marketing, advertising, public relations, and all customer contact methods do not perpetuate stereotypes, but rather promote positive role models and challenge assumptions

☐

Diverse groups of customers and potential customers are surveyed on needs and satisfaction. The results shape marketing, sales, distribution, and customer service strategies

☑

The organization is aware of the needs, motivations, and perspectives of diverse customers and stakeholders and successfully adapts marketing, sales, and distribution strategies to meet these needs

☐ This category does not currently apply to our D&I efforts

Please use this space to let us know about any other practices or efforts in this area not specifically addresses in the questions above.

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CATEGORY 14: SUPPLIER DIVERSITY (Check all that apply)*

☐ The organization has a supplier diversity strategy and tracks purchases made from underrepresented suppliers

☐ A supplier database includes information about the ownership of organizations that supply goods or services

☐

The organization is proactive in seeking and attracting underrepresented suppliers and informing new and established suppliers additional opportunities with the organization

☐

Persons involved in the supplier selection process are knowledgeable about D&I and aware of the potential impact of unconscious bias

☐ D&I criteria is included in the procurement process and given reference or weight in the decision-making process

☐

Educational assistance and coaching is provided to underrepresented suppliers and potential suppliers to help them be competitive

☐ The supplier diversity function is fully aligned with the broad D&I strategy of the organization

☐ The organization procures both essential and non-essential goods/services from underrepresented suppliers

☐ The organization's suppliers reflect the community's composition across a broad array of diversity dimensions

☐
The organization's suppliers are required to have a significant percentage of their business with diverse suppliers and to provide evidence of their commitment to achieving their own D&I goals

☑ This category does not currently apply to our D&I efforts

Please use this space to let us know about any other practices or efforts in this area not specifically addresses in the questions above.

SUPPLIER DIVERSITY DATA

Some organizations have implemented policies to increase the amount of products and services procured with minority-owned businesses. Information collected in this section gives the Commission data to assess the impact that supplier diversity initaitves have on the minority-owned businesses in Northeast Ohio

Please provide data for the 2017 calendar year (numberic values only please).

	Total	MBE
Spend - Entire Organization		
Spend - Northeast Ohio		
Construction spend - Northeast Ohio		
Number of vendors - Northeast Ohio		

Click below for a definition of MBE

☐ Minority Business Enterprise (MBE)

Third-party certification is required for reporting

○ Yes

⦿ No

Supplier diversity goals are set as a percentage of total spend

○ Yes

⦿ No

A major construction project(s) is planned for 2018 that is budgeted for more than $1 million

○ Yes

◉ No

ELIGIBILITY FOR RECOGNITION

Every year, organizations have an opportunity to take part in the Commission on Economic Inclusion's Best in Class recognition program. Recognition categories include Board Diversity, Senior Management Diversity, Workforce Diversity and Supplier Diversity; and awards are presented at the Greater Cleveland Partnership Annual Meeting. Participation in this program is voluntary.

Organizations are eligible for recognition if they complete certain sections of the *D&I Assessment*. To be eligible for any recognition category, an organization needs to:

- Be a member in good standing with the Greater Cleveland Partnership
- Sign the Leadership Commitment Form (see below)
- Fill out the Best Practice Sections applicable to your organization
- Complete the Workforce demographics section
- Complete the Senior-level Management demographic section

Additionally, to be eligible for the Board Diversity or Supplier Diversity category, an organization needs to:
- Fill out the Board or Supplier Diversity demographic sections

Click here to download the **LEADERSHIP COMMITMENT FORM** (you may use the file uploader below to return the signed form to us)

Please indicate any categories for which you would **NOT** like to be considered for recognition (opt-out):

☐ Board Diversity

☐ Senior Management Diversity

☐ Workforce Diversity

☐ Supplier Diversity

Please click below to upload your signed commitment form

Drop files or click here to upload

RESOURCES

Economic inclusion exists when traditionally underrepresented individuals and businesses are included in the economy in a meaningful way. It means that there are legitimate opportunities for minorities to participate in the economy as business owners, as leaders, as executives, and as workers.

The Commission will continue to create awareness, advocate for policies, measure results, and create programs that move toward this goal. As a call to action, consider using the results of the assessment to identify areas for improvement within your organization, commit to take specific actions, and use next year's assessment data to measure your results.

Additionally, we encourage you to utilize these Commission resources, available to all GCP members:

Best Practice Repository
Diversity Professionals Group / Inclusion Conference
CEO Forum

Visit our website for more information: www.commission-inclusion.com

Your responses have been saved up to this point, and you may navigate from here to previous pages, or close your browser and return later, and edit your submission.

Once you click the forward button (>>) on the <u>next page</u> your responses will be submitted and you will not be able to make further additions or edits!

Note: the D&I Assessment is due by **March 15, 2018**.

Your weighted score for each of the 14 Best Practice categories will be displayed on the final page. Organizations can use these results to target specific areas for improvement within their diversity and inclusion initiatives.

The *D&I Assessment's* scoring methodology is based on the work of the *Global Diversity & Inclusion Benchmark* model.

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