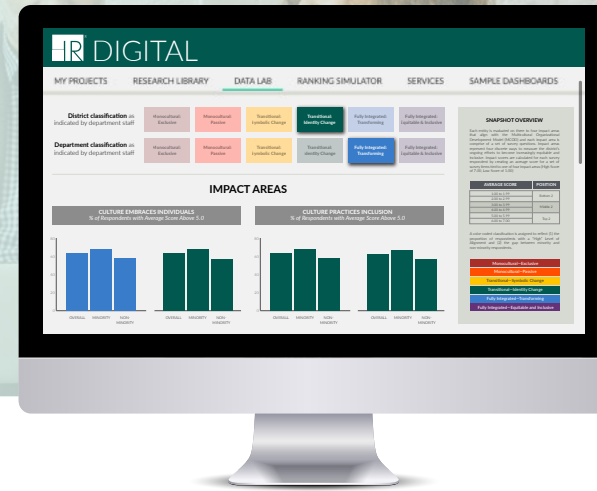




STAFF EQUITY AND INCLUSION SURVEY AND DASHBOARD



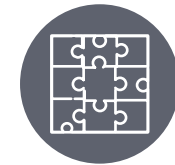
As state, regional, and district leaders place greater emphasis on dismantling inequities in their systems, it is important to examine staff work experiences and environment as part of the development and assessment of your equity framework.

Hanover Research and Cleveland Metropolitan School District jointly developed the **Staff Equity and Inclusion Survey** and related **Equity Dashboard** to help educational leaders understand and address staff perceptions of equity and inclusion. The survey is based on the Multicultural Organizational Development (MCO) Model*, and has been rigorously validated and tested within CMSD to ensure the reliability and actionability of results.

The Staff Equity and Inclusion Survey Provides Key Stakeholder Insights on Organizational Effectiveness Related to:



Providing an inclusive and welcoming environment for all



Promoting inclusive behavior and embracing diversity in day-to-day operations



Continuously learning and acting to make the systemic changes required to foster inclusivity



Actively including a diversity of people representing different groups, styles, and perspectives

*Source: Holvino, E. "Developing Multicultural Organizations: A Change Model." 2008. Chaos Management, Ltd. <https://naaee.org/sites/default/files/mcodmodel.pdf>



STAFF EQUITY AND INCLUSION SURVEY AND DASHBOARD

FEATURES

- ✓ Quickly deployed (within 24-48 hours)
- ✓ Survey link can be distributed through a range of communication channels (e.g., email, social media, school website, SMS)
- ✓ Password protected real-time data report is accessible via web browser and can be downloaded as a PDF

KEY BENEFITS

- ▶ Better understand perceptions of equity and inclusivity among specific district stakeholders
- ▶ Identify where specific subgroups may need support or resources to further equity initiatives
- ▶ Clear tracking of a subgroup's progress using a unique Equity Scorecard

