

DEIA in the Workplace Assessment

Statements	N	IP	Y
Employee demographics, on all levels, match that of our customers and the communities we serve.			
We have an employee life cycle.			
We have policies, processes, and practices in place for every stage of the employee life cycle that are accessible to all employees.			
Leaders and employees are held accountable to follow those processes.			
We have an onboarding process.			
Employees have the tools and resources to do their job.			
We have role-based knowledge and skills training.			
We have competency-based learning and development opportunities.			
We have job descriptions and wage ranges for every role.			
Job descriptions are competency and skill based.			
Employees have access to our job descriptions.			
If a job requires a degree, there is a valid reason.			
We offer same-sex couple benefits.			
We offer parental leave for individuals who give birth and their spouse or partner.			
People with varying abilities can navigate the building easily.			
We have a performance management process.			
We have a performance management cycle that shows how the process works and timing.			
We provide clarity to employees about the performance management process and how they will be assessed.			
Our performance management process includes peer feedback that's synthesized into the performance review.			
Our performance management process is free of criticisms that could impact people from marginalized communities.			
We have a system to track performance management.			
The performance management system is accessible to employees yet prevents them from seeing the performance summaries of others to ensure confidentiality.			
Employees are recognized and rewarded for meeting and exceeding expectations.			
Development opportunities are derived from performance challenges.			
Development opportunities are translated into SMART goals.			
There is a path with tools and resources to address performance issues.			
Mentoring and leadership development programs are inclusive, with clear criteria for participation.			
We have a career planning process to help employees identify their desired career path.			
Our development and career planning processes are free of unspoken rules of the road that aren't shared with all employees.			
Our career planning process directs employees to development opportunities, people, and information relevant to help them achieve their career goals.			