

Inclusive Practices Audit

Remember: you also have a lens through which you are viewing co-workers, community members, potential employees and clients through

- Am I taking into account the culture of those around me?
- Do I allow everyone at my organization the same opportunities?
- Does my team represent the community we work in? (Race, gender, culture, language, etc.)
- Do I understand the intersectionality of gender and culture of people I work with, or individuals I interview?
- Is my organization a cultural safe space? Does it allow for various world views and attitudes?
- Am I aware of how my own cultural identity affects how I see others?
- Do I take into account social structures that may create barriers to the women in my organization? (Childcare, cultural influences, etc.)
- Do my strategic planning documents promote a gender equity lens?
- Do I consider religious observances when scheduling a program/ training ?
- Does the Board of Directors of my organization represent the community I serve?
- Are all ethno-cultures of the organizations' members and clients represented?

