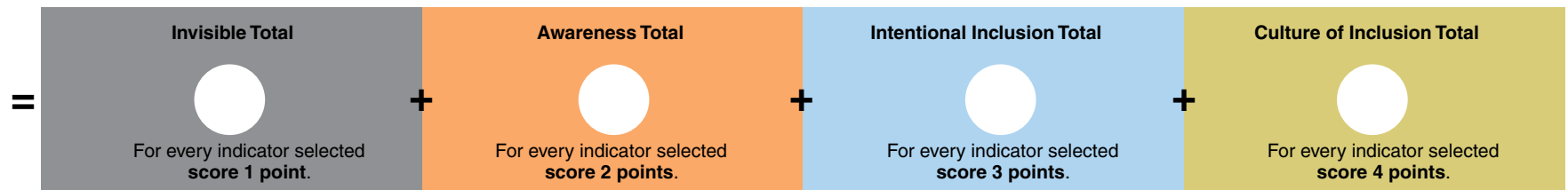


A. Leadership

All residents and municipal staff benefit when elected officials and administrative leaders of the municipal government are involved and accountable in validating issues of discrimination and demonstrating commitment to building inclusion and equity.

	Invisible	Awareness	Intentional Inclusion	Culture of Inclusion
Leadership by elected officials	Most elected officials see work on inclusion as pulling staff resources away from more important municipal services	Elected officials attend community events that support diversity, but have not supported proposals for the municipal government to take action to support inclusion	Most elected officials support the development of an inclusion strategy or initiatives	Most elected officials publicly initiate and support inclusion-related policies and initiatives, even if residents view it as controversial
Communication by elected officials	Most elected officials are not aware of the importance of diversity and inclusion	Elected officials require notes or scripts to discuss diversity or inclusion	Most elected officials willingly make speeches and statements about inclusion, but usually only at events about diversity	Most elected officials talk about the value of diversity and inclusion in speeches and conversations, no matter the audience
Representation on municipal committees	Members of municipal committees are of similar age, gender, race, ethnicity, income levels, etc.	Council is aware that members of municipal committees may not be representative of the community's diversity	Council is appointing underrepresented populations to municipal committees more often than in the past	The membership of municipal committees is representative of the community's diversity
Leadership by management	The managers I engage with use stereotypes or discriminatory language	The managers I engage with are aware of the value of inclusion, but have not invested their time to understand the issues and opportunities	The managers I engage with are actively attempting to learn about inclusion and are supportive of inclusion initiatives	The managers I engage with can explain the municipality's inclusion strategy, and are leading the way in implementing inclusion initiatives
Responses to discrimination	The managers I engage with ignore or are defensive when issues of discrimination are brought to their attention	The managers I engage with can describe some aspects of legislation/regulation that help create equity in the workplace	The municipality regularly trains managers about equity in the workplace and how to respond to issues of discrimination	All managers are fully prepared and will adequately respond if issues of discrimination are brought to their attention



Match your score on the rating scale

