


Assessment Examples for Diversity and Inclusion Core Expectation

<div><div><div>DIVERSE IN COMMUNITY</div><div>United in Science</div></div></div>	
<p><b>Diversity/Inclusion/Respect:</b> Advocates values of diversity and inclusion across the Lab, and actively integrates them into his/her job. Recognizes implicit and explicit bias in him/herself. Values the individuality and variety among people, and demonstrates this by treating others with fairness, courtesy and respect. Proactively includes and assists those with different perspectives, and recognizes the value of diverse colleagues.</p>	
Examples of Diversity/Inclusion/Respect Behaviors for Line Management	Rating
Recognizes the fact that diversity includes many categories such as language, race, color, national origin, religion, gender identity, pregnancy, physical or mental disability, age, sexual orientation, citizenship, veteran status and more.	Meets
Actively seeks to identify his/her hidden biases.	Meets
Allows and encourages constructive feedback.	Meets
Attends job fairs, diversity workshops, or similar outreach events targeting diversity.	Meets
Diffuses situations that relate to cultural or language miscommunication.	Meets
Ensures everyone in meeting he/she leads has a chance to share their view by drawing out the less vocal members at the expense of the more vocal.	Meets
Gives others the benefit of the doubt during interactions, especially during conflict; keeps an open mind.	Meets
Is aware JLab has a Diversity & Inclusion web site and has visited it.	Meets
Makes a habit of soliciting opinions from those who are normally quiet and reserved; including following up on good ideas they may have but are reluctant to promote.	Meets
Makes a point to interact with diverse members on the team.	Meets
Looks for perspectives that challenge established ways of doing things from inside and outside team.	Meets
Suggests diverse team members participate in projects if additional people are needed vs. going with those one might typically work with.	Meets
Voluntarily mentors new team members; particularly if they represent a culture, gender, race, etc. that is not typical of other team members.	Meets
Volunteers to work with users, students or subcontractors who may feel uncomfortable in the broader JLab culture due to generation, age, experience, etc.	Meets
Welcomes different ideas and is open to creative, new ways of approaching work. Is open to different opinions; doesn't stifle those who offer a different perspective.	Meets
Has contributed a suggestion, article, link, etc. to the JLab Diversity and Inclusion web site.	Exceeds
Places diverse members of the organization onto project teams and collaborations whenever possible.	Exceeds
Voluntarily participates in Diversity & Inclusion Council, D&I focus groups, D&I awareness training, selection committee, etc.	Exceeds