

## Assessment Examples for Diversity and Inclusion Core Expectation

 <b>DIVERSE IN COMMUNITY</b> <i>United in Science</i>	
<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 Employees	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
Gives others the benefit of the doubt during interactions, especially during conflict.	Meets
Is aware JLab has a Diversity & Inclusion web site and has visited it.	Meets
Makes a point to interact with diverse members of the team.	Meets
Encourages constructive feedback when working with colleagues.	Meets
Values the individuality and diversity of people, both internal and external to JLAB and demonstrates this by treating people with fairness, courtesy and dignity.	Meets
Effectively communicates with team members, cooperates, and proactively assists others. Establishes and maintains effective relationships and gains their trust and respect.	Meets
Volunteers to work with users, students or subcontractors who may feel uncomfortable in the broader JLab culture due to generation, age, experience, etc.	Exceeds
Actively seeks to identify his/her hidden biases.	Exceeds
Voluntarily attends job fairs, diversity workshops, or similar outreach events targeting diversity.	Exceeds
Diffuses situations that come from cultural or language-related miscommunication.	Exceeds
Ensures everyone in meetings have a chance to share individual perspectives by drawing out the quieter members and discouraging the more vocal.	Exceeds
Has contributed a suggestion, article, link, etc. to the JLab Diversity & Inclusion web site.	Exceeds
Makes a habit of asking for opinions from those who are normally quiet and reserved; including supporting good ideas they may have but are reluctant to promote.	Exceeds
Regularly looks for perspectives that challenge established ways of doing things from inside and outside team.	Exceeds
Suggests diverse team members participate in projects if additional people are needed vs. going with those one might typically work with.	Exceeds
Voluntarily mentors new team members; particularly if they represent a culture, gender, race, etc. that is not common on the team.	Exceeds
Voluntarily participates in Diversity & Inclusion Council, D&I focus groups, D&I awareness training, selection committee, etc.	Exceeds
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.	Exceeds