



Early Care &  
Learning Council  
United to Promote Quality

## How to Start a *Diversity, Equity, Inclusion, & Belonging* *(DEIB) Initiative* at your organization



### Assessing Cultural Diversity Efforts

Using the Intercultural Development Inventory (IDI) Assessment creates impact by identifying where an individual or group's cultural sensitivities lie. The resulting data creates the opportunity for more in-depth training.

### What is the Intercultural Development Inventory (IDI) Assessment?

The IDI is a statistically sound, cross-culturally valid assessment that measures an individual or group's specific level of cultural competence. As part of the assessment process, individuals are asked to complete a 50-item, online assessment. Although the assessment is completed individually, the results can be disseminated both as a group or individual report.

The IDI provides a structure for understanding how we, as individuals and organizations, see difference. Five stages of mindsets and skillsets describe the levels of effectiveness when we interact across differences both individually and organizationally.

## EQUITY BLUEPRINT

### STEP 1: Get Leadership on Board

Collaborate with senior level staff & board to identify external and internal resources that support your effort.

### STEP 2: Form a Diversity Committee

Develop a diverse committee including members of the communities you serve for insight. Community members of your committee should include local providers and families that can keep your organization in tune with community needs and have their voice included in the decision making and execution process.

### STEP 3: Hire Diverse Consultants or Specialists

Build a team comprised of DEIB coordinator, committee, and senior management that can hire diverse consultants and vendors to contribute to assessment, planning, & implementation with an equity lens.

### STEP 4: Assess Your Organization's Readiness Using the Intercultural Developmental Index (IDI)

The IDI is a cultural competence assessment that calculates the impact of DEIB implementations on your organization. Individual staff and ECLC's DEI department can conduct the assessment for free.

### STEP 5: Evaluate & Redefine

Permit your organization to use the results of your assessment to reexamine its directives, clarify goals, and implement strategies. Continue to introduce new practices that support a multicultural organization.



## DEIB INITIATIVE

The following content has been developed through our Equity & Inclusion department to serve as a starting point for building a strong foundation for DEIB work at your organization. It is our hope that it can initiate direction for those throughout our network that strive to be more intentional with enacting equitable change and growth.

We hope to help you contribute toward a community of practice aiming to achieve solutions for racial, gender, socioeconomic disparities, and other biases within our communities.

## Equity Blueprint at Your Organization

Diversity, Equity, Inclusion, and Belonging (DEIB) should be much more than mere catchphrases for any growing organization. Development in these four domains can work symbiotically to improve workplace productivity, dynamics, innovative ideas, and the community of any institution.

- **Plan Preemptively:**

Initially, senior level staff should identify external and internal resources to rely on for support /assistance with introducing an organization wide DEIB effort. This should include collaborating with the board of directors to learn as much as possible about constructing a diversity framework.

- **Create a DEIB Layout:**

Create a concise vision and DEIB philosophy that directly connects to the mission of your organization. Organizational leaders can now invite staff members to join the diversity committee and other organized DEIB efforts to establish personal investment in the overall initiative. Cases for how a DEIB initiative can enable staff to be more efficient and improve organization wide operations must be presented.

- **Fortify Bonds with Community through Diversity Committee:**

Form a diverse selection process to include local providers, families, and clients. Schedule consistent meetings where the values and intentions of your organization are explained. Encourage community committee members to share diverse insights and experiences to direct the development of your DEIB initiative.

- **Implement Layout & Compile Data:**

The diversity committee, in collaboration with a consultant and senior leadership, should plan and oversee organization wide cultural assessments. The data results gathered from all the organization's constituents can be reviewed, communicated, and used to inform/develop a strategic plan to address diversity related concerns. The organization can then develop diversity-based trainings, activities, educational forums based on your findings.

- **Evaluate:**

Formal and informal evaluation should be administered throughout the initiative to refine specific activities (e.g. speakers, workshops, etc.) and utilize objective methodology from diverse vendors that measure the overall change of your organization and assess the impact of efforts.

- **Redefine/Consolidate:**

Allow your organization to use the results of your evaluations to reexamine and redefine its directives, clarify and focus goals and objectives, implement updated strategies, and create future planning. Redefinition allows for consolidation of the most successful aspects of the DEIB initiative to be directly incorporated into the general activities and policies of the organization.

