



## Blue Avocado Diversity Champion Quiz

Take the quiz below to see how you're doing as the leader of your nonprofit's diversity efforts.

Quiz Instructions: Please answer yes or no to the following questions:

1. Are you working with your board to ensure that it reflects the diversity of the community you serve?

Yes \_\_\_\_\_ No \_\_\_\_\_

2. Have you identified diverse employees as potential successors for your direct reports and other key positions?

Yes \_\_\_\_\_ No \_\_\_\_\_

3. Do you include diverse staff in meetings where important decisions are made?

Yes \_\_\_\_\_ No \_\_\_\_\_

4. Do you mentor diverse staff members?

Yes \_\_\_\_\_ No \_\_\_\_\_

5. Is improving diversity and inclusion one of the top goals of each of your direct reports?

Yes \_\_\_\_\_ No \_\_\_\_\_

6. Do you have a written three- to five-year plan to improve diversity and inclusion at your nonprofit?

Yes \_\_\_\_\_ No \_\_\_\_\_

7. Have you incorporated diversity and inclusion in at least three of your external speeches during the past year?

Yes \_\_\_\_\_ No \_\_\_\_\_

8. Is your organizational commitment to diversity and inclusion stated on your website and intranet?

Yes \_\_\_\_\_ No \_\_\_\_\_

9. Are the demographics of your workforce posted on your website?

Yes \_\_\_\_\_ No \_\_\_\_\_

10. During lunch and other informal meetings, do you take time to interact with diverse staff members?

Yes \_\_\_\_\_ No \_\_\_\_\_

**Key (Total number of “Yes” responses):**

9 to 10: Superior!

7 to 8: Good

5 to 6: Average

3 to 4: Fair

0 to 2: Poor

This quiz is in the article [A Nonprofit Leader’s Path to Becoming a Diversity and Inclusion Champion](#) by Michael Watson.