



## Navigating Toxic Work and School Environments

### Exercise: Analyzing Diversity and Inclusion Programs

There are many entities working on the multi-faceted issues of and related to bias, harassment, and discrimination in addition to those listed previously.

In this exercise, identify and research another organization, company, institution, or program that works in some way related to mitigating bias, harassment, and discrimination in workplaces or educational environments.

In order to answer the following questions, use these articles as a guide to understand whether or not these initiatives are effective in their missions.

#### Articles About Diversity and Inclusion Programs and Why they Fail:

1. <https://hbr.org/2016/07/why-diversity-programs-fail>
2. <https://www.forbes.com/sites/glennllopi/2017/01/16/5-reasons-diversity-and-inclusion-fails/#133b9af950df>

#### Instructions:

1. Read the articles about Diversity and Inclusion Programs and Why they Fail (above links).
2. Identify an organization, company, institution, or program that works in some way related to mitigating bias, harassment, and discrimination in workplaces or schools.
3. Answer the following questions based on the entity you selected in #2.

#### Questions:

Note that many questions are optional. Please fill out to the best of your ability since some may not be applicable for the specific organization.

1. Name of Organization, Company, Institution or Program
2. Link to website
3. Purpose of Organization (mission & vision)
4. Leadership Team
5. What program(s) and/or actions do they take to address issues related to bias, harassment, and discrimination?
  - a. Do these programs target a specific location? If so, where?
  - b. What demographic of people do the program(s) help?



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- c. Does it cost money to access the programs' resources? If so, how much?
  - d. Do they collaborate with any other organizations, companies, or institutions?
6. List any accomplishments of the organization
  - a. When were these accomplishments?
  - b. Who received credit for the accomplishments?
  - c. Does the problem still exist after the accomplishment?
7. Identify whether or not the organization is effective at serving its mission.
  - a. Does the organization effectively serve its mission?
  - b. How can they improve?
  - c. What are they not taking into consideration?
  - d. Are the goals of the organization reasonable?
  - e. How or why are they ineffective at reaching their goals?
8. Can this organization help you?
  - a. If so, how?
  - b. If not, why?