

# Self-Assessment for Diversity, Inclusion & Sustainability:

Developed for UC Sustainability Officers from the workshop "Diversity, Inclusion & Sustainability: What can YOU do as a Sustainability Officer?" by UC Santa Cruz in Oct. 2016 (Elida Erickson, Dr. Rebecca Hernandez, Dr. Flora Lu, Adriana Renteria). Updated in 2022.

What can YOU do in your role as a sustainability professional in higher education?

## 1. LEARN MORE

Check off which one applies to you.

Actively working on this

Thinking about this

Never thought about it

What is my current understanding of different cultural interpretations of how to care for the environment, and how can I learn more?

What am I learning about my own cultural, ethnic and/or racial identities and how that intersects with my work and roles in society?

How am I engaging in conversations with others about the complex issues of diversity, social justice, inclusion, power and privilege in society?

What efforts am I taking to increase my own understanding around diversity-related terminology (ex: diversity, social justice, inclusion, equity, power, privilege, anti-racism, and more)?

What can I do to learn more about how social justice, diversity, socioeconomic and environmental issues intersect in our global, local, and campus communities, and how that impacts our diverse student population?

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## 2. Critically examine your organization

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Thinking about this

Never thought about it

Where does my organization tend to invest its financial resources, time and personnel?

What communities are most benefited by my organization's work?

How does my organization define sustainability? How does my organization define diversity?

How valued would I say sustainability is within my organizational culture? What messages do I receive that reinforce that value?

How valued would I say diversity is within my organizational culture? What messages do I receive that reinforce that value?

In my position, do I have the ability to influence how diversity and/or sustainability is valued within my organization? What could that look like?

Does my organization regularly encourage and support opportunities for professional development in diversity and/or sustainability?

If my organization hires student positions, do I know whether these jobs are accessible to undocumented students? What can I do to help support undocumented students?

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## 3. Build relationships

Check off which one applies to you.

What type of campus and community events am I supporting and attending? How can I show up in new spaces?

Through my role on campus, how could I engage staff, faculty and/or students doing diversity and equity-related work?

Through my role on campus, how could I engage staff, faculty and/or students doing work at the intersections of sustainability, diversity and equity?

Are there any existing relationships and partnerships that I can build on?

Who can I connect with to engage in meaningful, transparent conversations and process what I am learning?

How can I examine my personal approach to others in this work to ensure that I am authentic, accountable, and reflective when I have an 'oops' moment?

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