

# Setting Inclusion & Diversity Objectives

## A Personal Questionnaire

One way of identifying relevant goals and setting meaningful personal objectives regarding inclusion, diversity and equality is to engage in a process of focussed self-questioning. The following questions are designed to help you to identify clear and specific personal objectives to enable you to take your organisation's inclusion, diversity and equality work further.

1. What do I know about the inclusion, diversity and equality ambitions of my organisation? (this is **not** simply about numerical recruitment, retention or promotion targets)

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2. How does the way I currently approach my main work priorities move my organisation towards its inclusion, diversity and equality ambitions?

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3. How in tune is my thinking about inclusion, diversity and equality with my organisation's ID&E policy/priorities?

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4. How in tune is my thinking about inclusion, diversity and equality with that of those with whom I work closely?

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5. In the context of inclusion, diversity and equality, in what areas, if any, do I need to increase or improve my information, knowledge or skills?

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Given my answers to the five questions above:

6. What **general** areas or issues **could** I be addressing to improve my organisation's chances of getting maximum value from the diversity of the staff and/or improving the quality of the service and support we provides to customers/clients, other stakeholders and the wider community?

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7. What **specific** objectives **could** I set to make progress in any of the areas identified in question 6 above?

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8. Given my answer to question 7, my objectives for the coming 12 months **will** be?

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9. To move towards achieving my objectives, the **one** thing **I will** do tomorrow is ...

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