



Discussion Guide

Things to Consider for Diversity Programs

The following document is designed to support executive leadership when thinking about their diversity* programs. Working through these considerations can help an organization make the necessary adjustments (if any) to ensure compliance and support.

Program Funding

- Is the program funded by federal grants? If so, what guidance has been given regarding the eligibility requirements for grantees? Can the program language or structure be adjusted and still achieve the desired program outcomes?
- Are there other sources of funding for the program that can ensure program continuity?

Criteria Requirements

- Review the application process. Does the application exclude anyone on the basis of demographic characteristics? Are you requiring answers to demographic questions? If so, did you disclose that it would not be a factor in the selection process?

Selection Criteria

- Have you removed race/gender, ethnicity, etc. from the judging criteria?
- Have you considered ways to protect against unconscious bias in the process?
- Does your application review process allow judges to only see the data that will be used for the selection process?

Program Outreach

- What ways can you market the program to both reach underrepresented populations and encourage them to apply?
- Have you reviewed your previous marketing efforts and adjusted language where necessary to attract a broader audience?