Management Employees Evaluation DEI Examples

Peer Evaluation Examples

- Trying to get honest responses to make the process valuable is difficult.
- The value for the supervisor of hearing what the manager learned from reading the responses
- We like that we can ask people outside of Mt. SAC that we work with on a regular basis for a peer evaluation, external stakeholders (community)
- The peer evaluation should include questions about communication, collaboration and support Ex. Is the manager responsive in a timely manner?
- Data driven decisions
- Manager prioritizes projects and deadlines according to DEI initiatives
- Manager includes others in decision making, providing avenues to include others' opinions
- Mindful and inclusive of all
- Acknowledge and sensitive of cultural practices in the workplace not just listen but hear
- encourage participation in campus activities / trainings focused on diversity
- Would like to know whether the student activity promotes diverse ideas. Some student comments: example: "program provided a safe space." (Example from Student Life.)
- Based on student feedback within our own department, recommend for SL Department: Consider outreach and consideration in areas that the peer might perceive as a missed opportunity.
- Encourage POD trainings regularly to encourage DEI trainings and conferences. Encourage staff and faculty that report to management to take equity certificates
- Keeping an open-mind when speaking with staff about DEI
- Hiring practices, being aware of our biases and sharing some potential biases that we can address and lead by example that we are addressing them.
- Develop understanding of the diversity / inclusion issues that staff may face
- Establishes a framework of decision making based on the impact of various student groups
- Makes sure decisions promote inclusivity.
- Demonstration of being actively involved in DEI programs and bringing those to others (students, committees)
- Promotes access to DEI training opportunities
- In a meeting establishes respect, by involving everyone in the conversation.
- Not using slang or uses derogatory terms.

- Team work:
  Actively listens and allows their staff to finish the conversation, does not cut them off.
- Addressing people individually when they've made racist or derogatory remark
- Good listener and allows each person to voice their opinions without interruption
- Looking for alternative ways to allow discussion. Sharing your input in a unique, creative way.
- Providing specific examples of collaboration between the managers. Tell a specific story or an event where the collaboration happened.
- Actively includes everyone in a meeting.
- Make sure everyone has a voice in a meeting.
- Set-up parameters or housekeeping rules for meetings
- Apply equity to hiring in terms of diversity.
- Ensuring staff have equal access to participate in trainings.
- Willing to admit that you do not have all the answers and might need to research something.
- Telling your staff that you do not have all the answers.
- Specifying what collaboration means in terms of intent and impact.
  Including people who may not necessarily agree with you or have different life experiences (cultures, ethnicities, etc.).
- When calling out or calling in, the manager provides concrete examples on why a comment was not inclusive of DEI principles.
- Encourages, considers, and validates the input of others
- Providing an inclusive environment with diverse opinion can be shared and promoted by members of the team.

Self-Evaluation Examples

- Share information/knowledge with colleagues from participation in DEI activities or conferences and how this may be applied to area or department
- I went to x conference and walked away with these tools and applied them to my job in this way
- I implemented this strategy in my work and I saw an increase in X
  Increase in the number of degrees awarded in DEI category.
- By X date, I will create a plan for 100% of employees in my area to participate in at least one equity event per semester.
- By X date, I will explore resources to provide DEI training to evening shift employees.
- Question own biases and reflect on and implement ways to counter them.
  Reach out to my direct reports to determine their needs in terms of DEI and provide support for them based on their input as evidenced by specific examples.

- Accept feedback without taking it personally. Create a safe space for team to provide feedback so they feel supported.
- In working with a small staff, it is challenging to get beyond "self" to have inclusive feedback.
- List the number of committees and events we participated in.
- Actively seeks input from manager regarding areas of improvement
- Utilize research to make program decisions
- Openness to listening and considering other perspectives
- How involved are active are you in DEI.
- Awareness and encouragement of DEI in the on and off campus (add justice)
- Be inclusive of all in group or team.
- Share outcomes of what you have implemented from trainings.
- Modeling for the team what is important for DEI perspective
- Meeting customers/students needs and expectations and being aware of DEI
- Facilitating a good discussion on diversity in hiring committee.
- Review internal policies and procedures that can focus on DEI
- How are you treating students at the front counter? Ensuring that all students are being treated equitably. Include surveys to measure performance.
- Ensuring that your team is diverse that encompasses all groups and opinions?
- Encourage real ad honest feedback from your team.
- I will encourage my staff to participate in DEI Trainings as well as participating myself.
- Debrief on what was learned and discuss on how to apply the learnings in the department.
- I will be committed to encouraging and ensure my staff are able take action in supporting the DEI efforts.
- Continue to ensure compliance reporting are submitted and finalized on time.

Goal Setting Examples for Self-Evaluation

- More evaluation training for managers in terms of conducting DEI conversations related to evaluations and wording goal setting suggestions.
- Attending 4 Mountie Mentor Meetings per year to connect with and support students.
- Attending trainings, conferences,and other professional development activities to stay current and informed and integrate what is learned into staff meetings or daily work.
- Include DEI in all staff meetings as evidenced by agendas.
- Goals reflect growth of role and expansion example remote services and technology in our roles
- Provide opportunity for employees to voice concerns and opinions.
- Setting goals where DEI is intentional and not just the result of good people doing good work.

- What happens when the result of conversations leads to issues that aren't easy to resolve--more work than time for staff?
- Participating more in on campus activities
- Participate in on campus committees
- Complete X amount of trainings related to DEI by end of academic year.
- Becoming actively engaged and involved in the campus community.
- Build upon collaboration and include the perspective of others
- Promote advocacy internally and externally
- By 2022, I will participate and complete the Social Justice Training Institute https://sjti.org/.
- By 2023, attend a training that enhances my awareness and understanding of identities that are different from my own and/or I am not familiar with.
- By 2024,I will use the previous two years knowledge acquisition and incorporate into my department's team building goals.
- I will plan on attending various equity events on campus and in the community. Encourage and plan with staff to participate as well.
- I will implement DEI training that I have attended in my meetings.
- Have equity in action as agenda items in meetings to share what is occurring with respect to DEI.
- Take more professional growth courses focusing on DEI, also providing opportunities for staff to also take DEI training .
- Attend equity institutes and apply what I learned to my specific area and manager role.
- Attend student activities and events (ex. graduations).
- Attend the CORA training if you have not.
- Participate or attend DEI groups campus. There are several formal and informal groups.
- Attend # cultural X event by end of academic year to understand and interact in order to better relate/cultural competency.

Next-Level Manager Examples
- Acknowledgement of adaptability
- Create a culture of equity and fairness
- Provide success metrics
- Provide feedback on how I can be successful in being a resource to others.