



DIA

GAP REPORT

Sisters of St. Joseph of
Carondelet/St. Paul Province
APRIL 2021 DRAFT1a

CultureBrokers® LLC

www.culturebrokers.com

TIPS FOR ANALYZING YOUR DIA GAP REPORT

Share the DIA Gap Report Results

- With those who completed the assessment.
- With organizational leaders (e.g. management, board).
- With a broad or targeted group of other stakeholders.

Explore and Learn

If many respondents answered, “Don’t Know” to a DIA statement, consider why. For instance, consider or ask whether that issue is:

- Part of their knowledge base.
- Part of their experience.
- Part of their responsibilities.

If many respondents disagreed with a DIA statement, consider further exploration:

- What is the source of the disagreement?
- Is the disagreement organization-wide, or more specific?
- Has this area been addressed previously? If so, how?

Even if many respondents agreed with a DIA statement, there is still opportunity to learn. Explore the various ways the organization demonstrates behaviors to gain insight into individual and organizational strengths. Investigate the level of institutionalization of the position or behavior to ensure sustainability.

Identify the Level of Significance

For each DIA dimension / statement, consider the significance of the issue for your organization:

- Does the issue matter to the organization? To what extent?
- Does it make strategic sense to focus on this area now?
- Does it make sense to increase communication or transparency in any area?
- Is it feasible to have an impact on this issue now? (Consider both internal and external factors).

Decide

Based on the above considerations, decide whether you want to further explore or address this aspect of your organization now. If so, IMMEDIATELY ACT ON IT.

Act

Investigate

If there are issues to explore or address, create a team* to research, audit or assess the situation. If knowledge in this area is closely held, inquiry with those ‘in the know’ will be needed.

Plan and Implement

If the issue warrants a change to policy, practice or procedure, create a team* to research and plan for the implementation of the changes.

Communicate

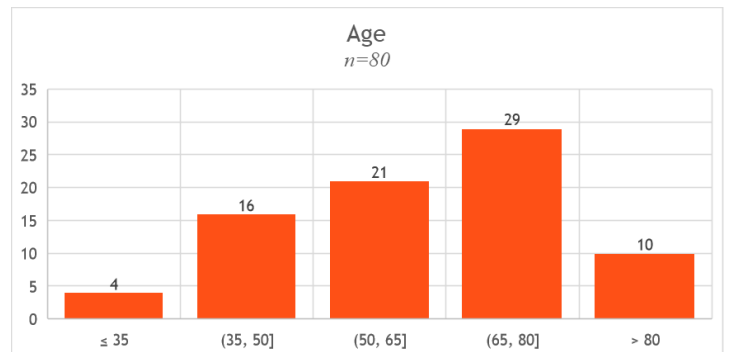
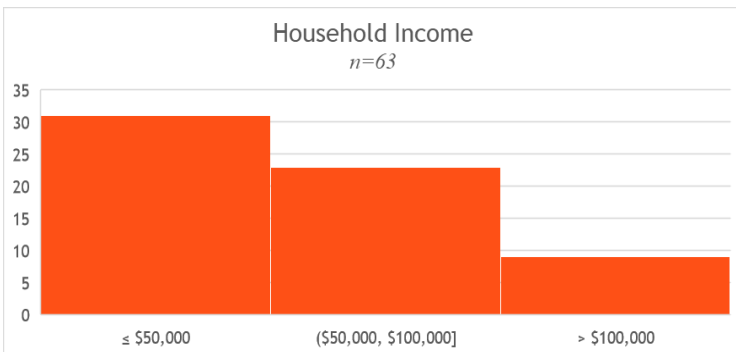
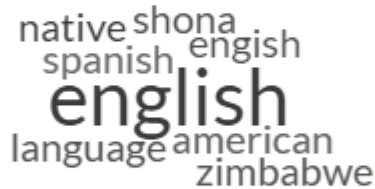
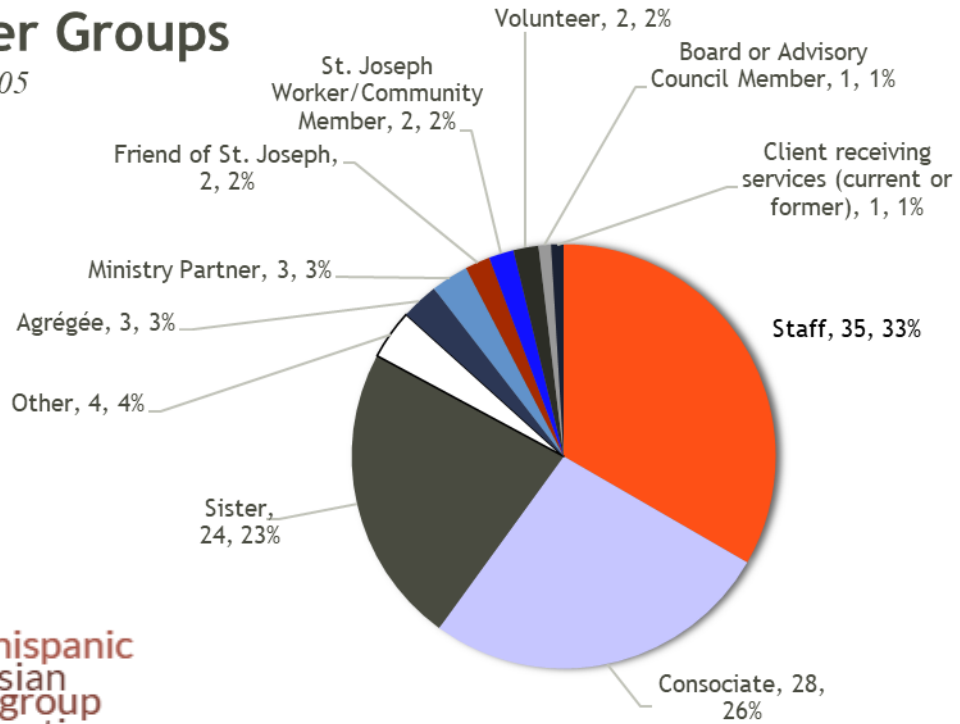
Identify who needs more information and why. Create key messages around the issue and engage a variety of mechanisms to communicate this information to the target audiences.

*When forming teams, always consider which stakeholders can or should be included (e.g., management, direct service staff, board members, volunteers, clients / program participants or even vendors).

ABOUT YOUR PARTICIPANTS

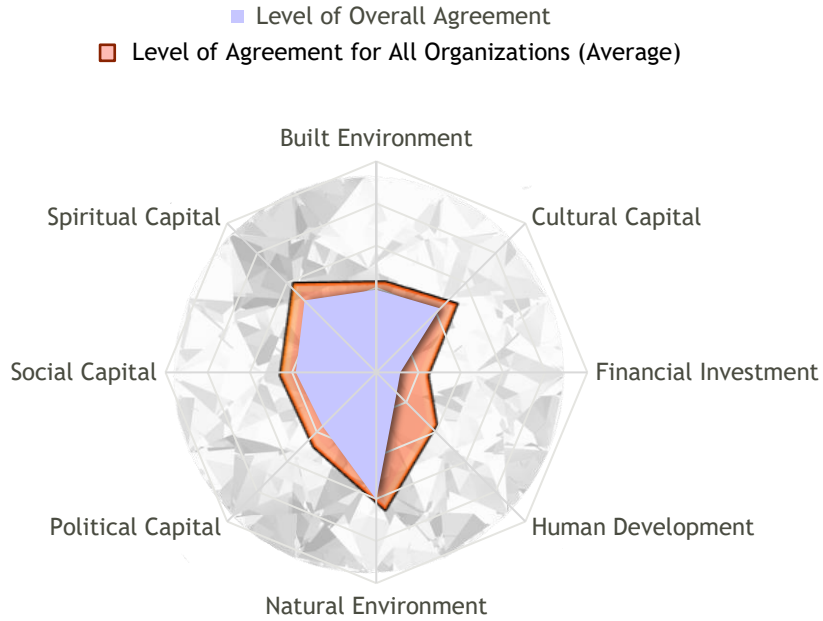
Stakeholder Groups

n=105

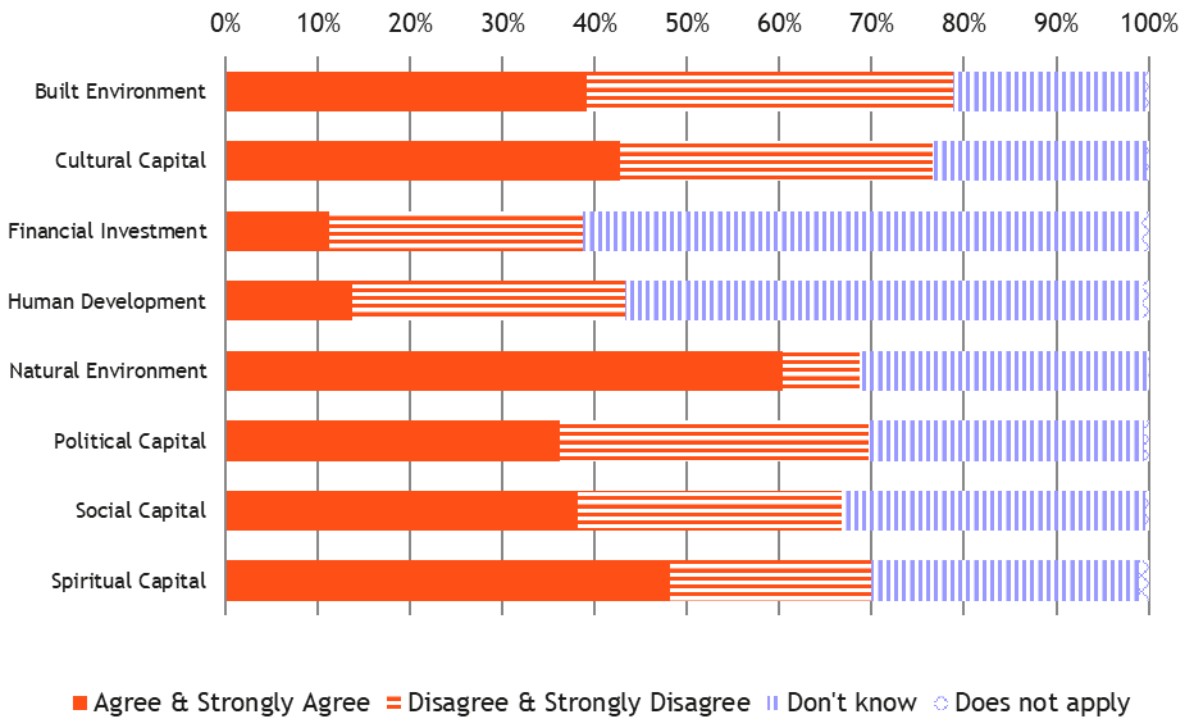


GAP REPORT

DIAMOND INCLUSIVENESS PICTURE



GAP BY DIMENSION



GAP REPORT

FOCUS AREAS

Perceived
**AREA OF
STRENGTH**



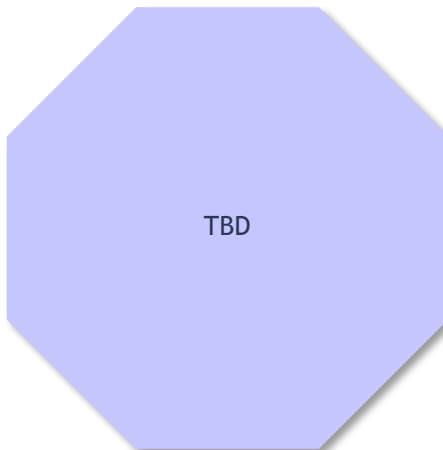
- Overall:
- ✓ High Agreement
 - ✓ Low Disagreement
 - ✓ Low Don't Know

Perceived
**AREA OF
WEAKNESS**



- Overall:
- ✓ Low Agreement
 - ✓ Moderate to High Disagreement
 - ✓ High Don't Know

Perceived
**AREA OF
OPPORTUNITY**

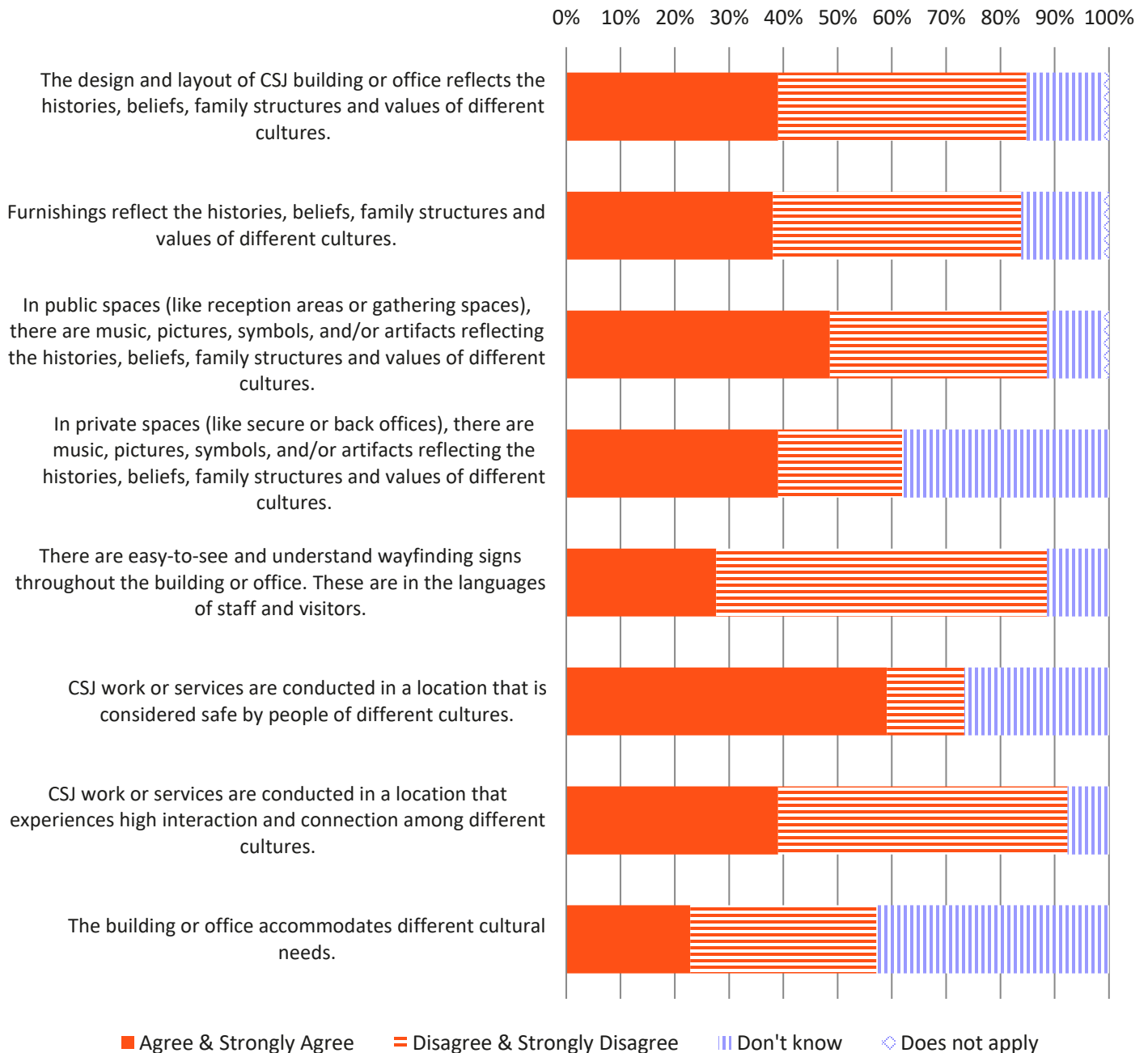


- Look for area that:
- ✓ Leverages core competencies
 - ✓ Addresses Trends
 - ✓ Supports Existing Strategies

GAP REPORT

BUILT ENVIRONMENT

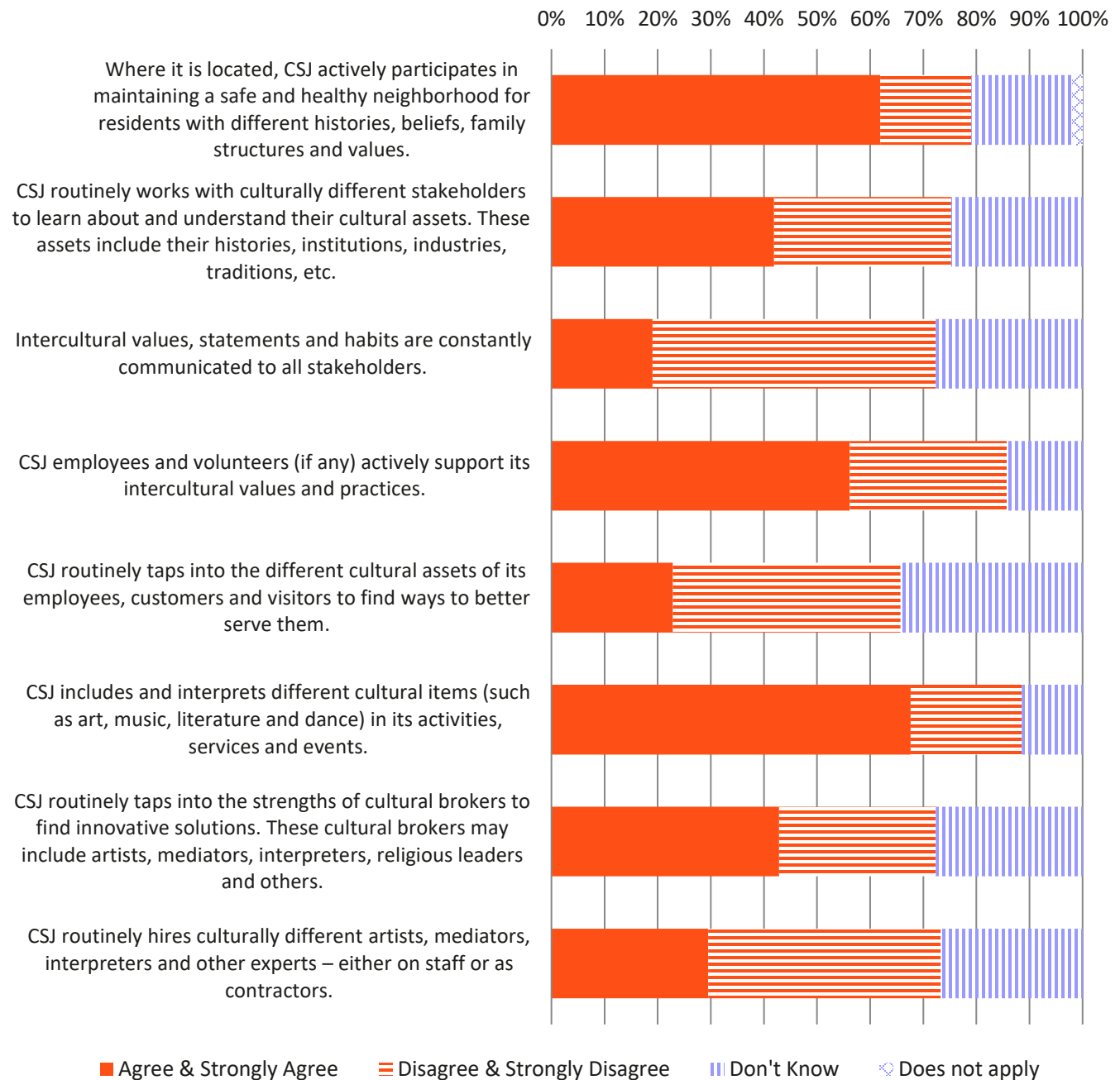
Eight DIA statements address aspects of a welcoming and culturally inclusive built environment. This includes all human-made items, such as the building, offices, signage, machines, furnishings, and technology. It also reflects choices made, such as location.



GAP REPORT

CULTURAL CAPITAL

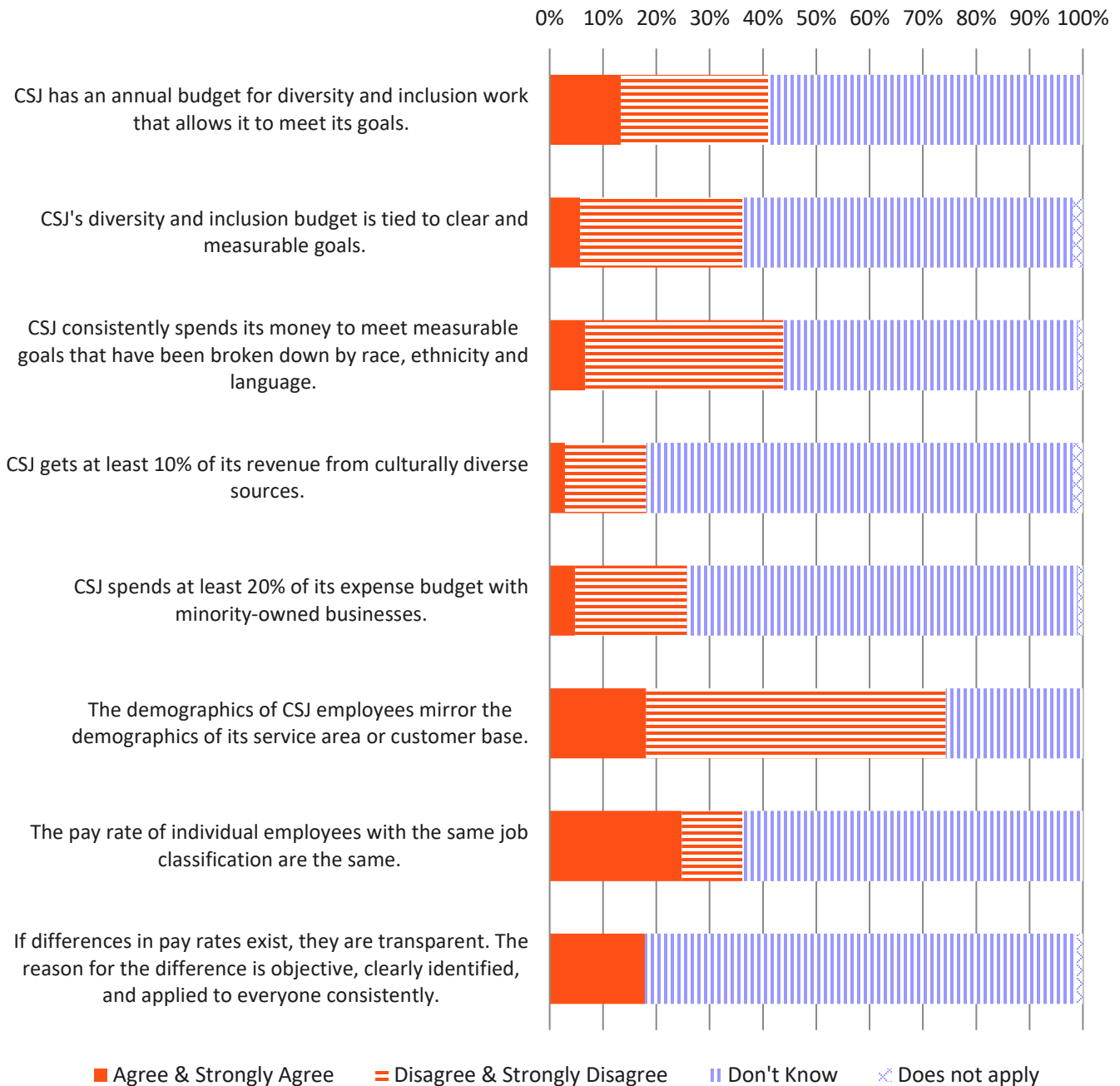
Eight DIA statements describe aspects of your organization’s ability to create a shared intercultural identity and community. It may do this through its symbols and language, celebrations, events and relationships.



GAP REPORT

FINANCIAL INVESTMENT

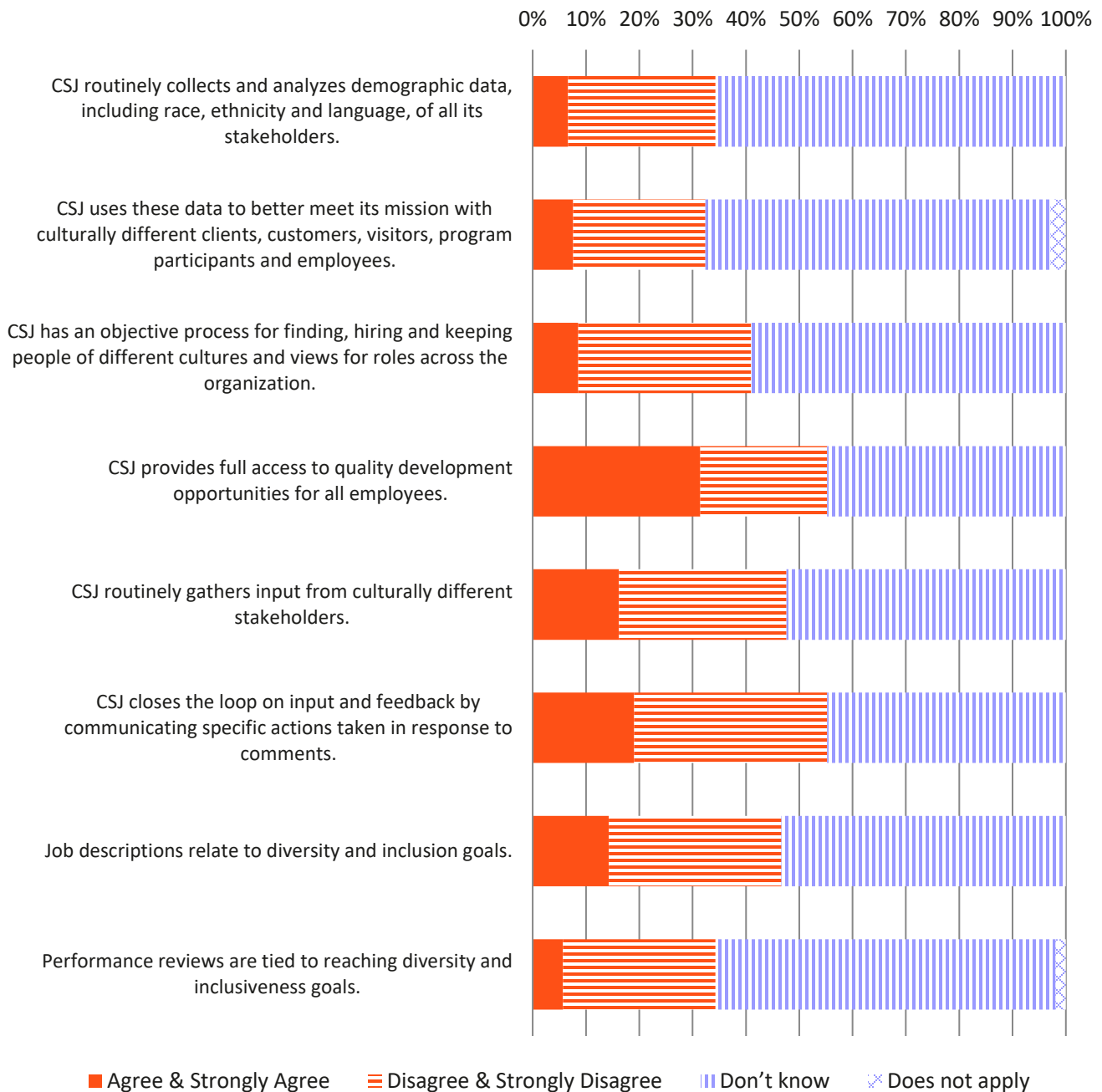
Eight DIA statements describe aspects of a culturally inclusive financial program, including from whom money is acquired, to whom it goes, and where it is invested.



GAP REPORT

HUMAN DEVELOPMENT

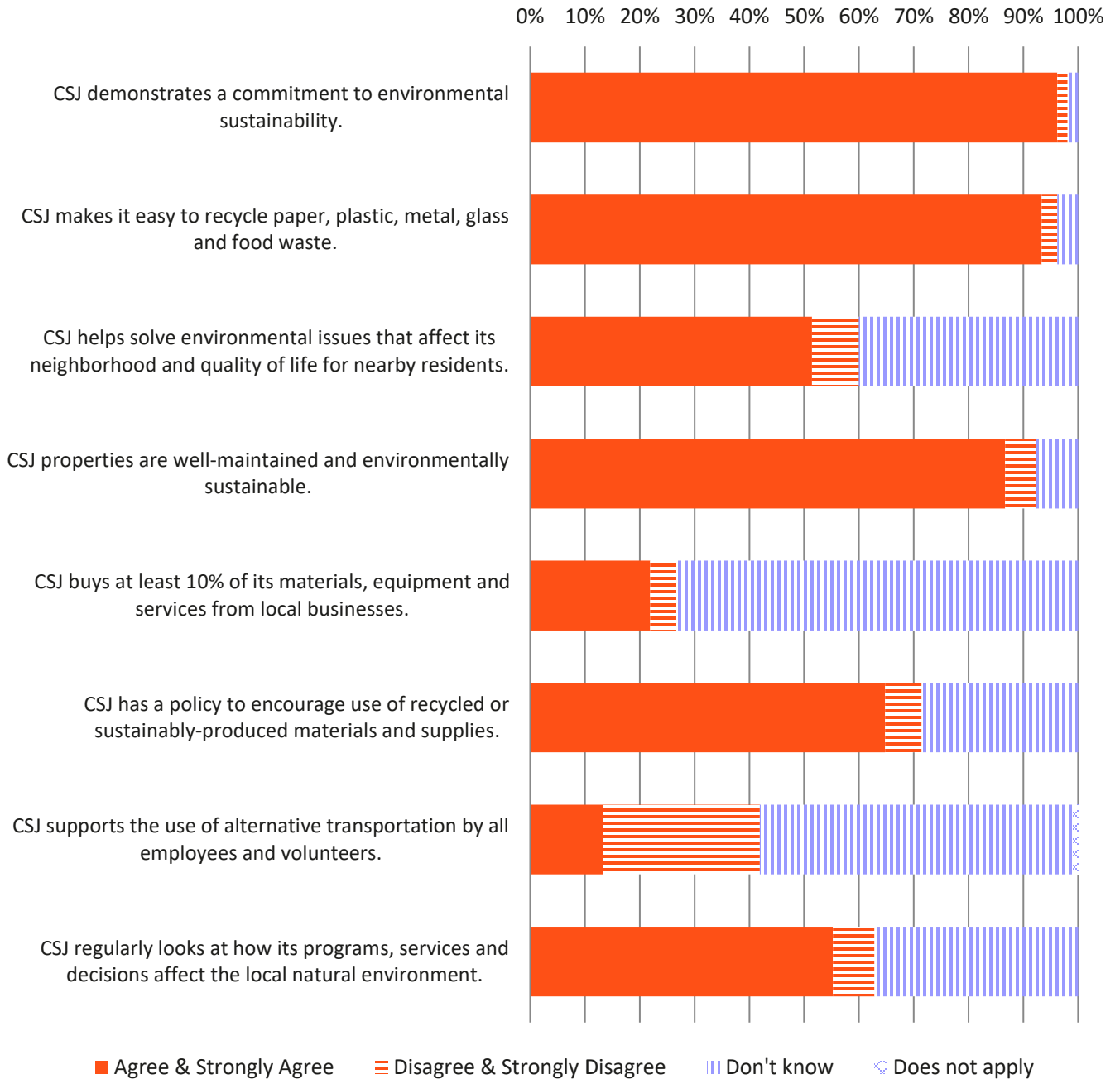
Eight DIA statements describe aspects of a culturally inclusive human development program, including hiring, development, promotion and engagement.



GAP REPORT

NATURAL ENVIRONMENT

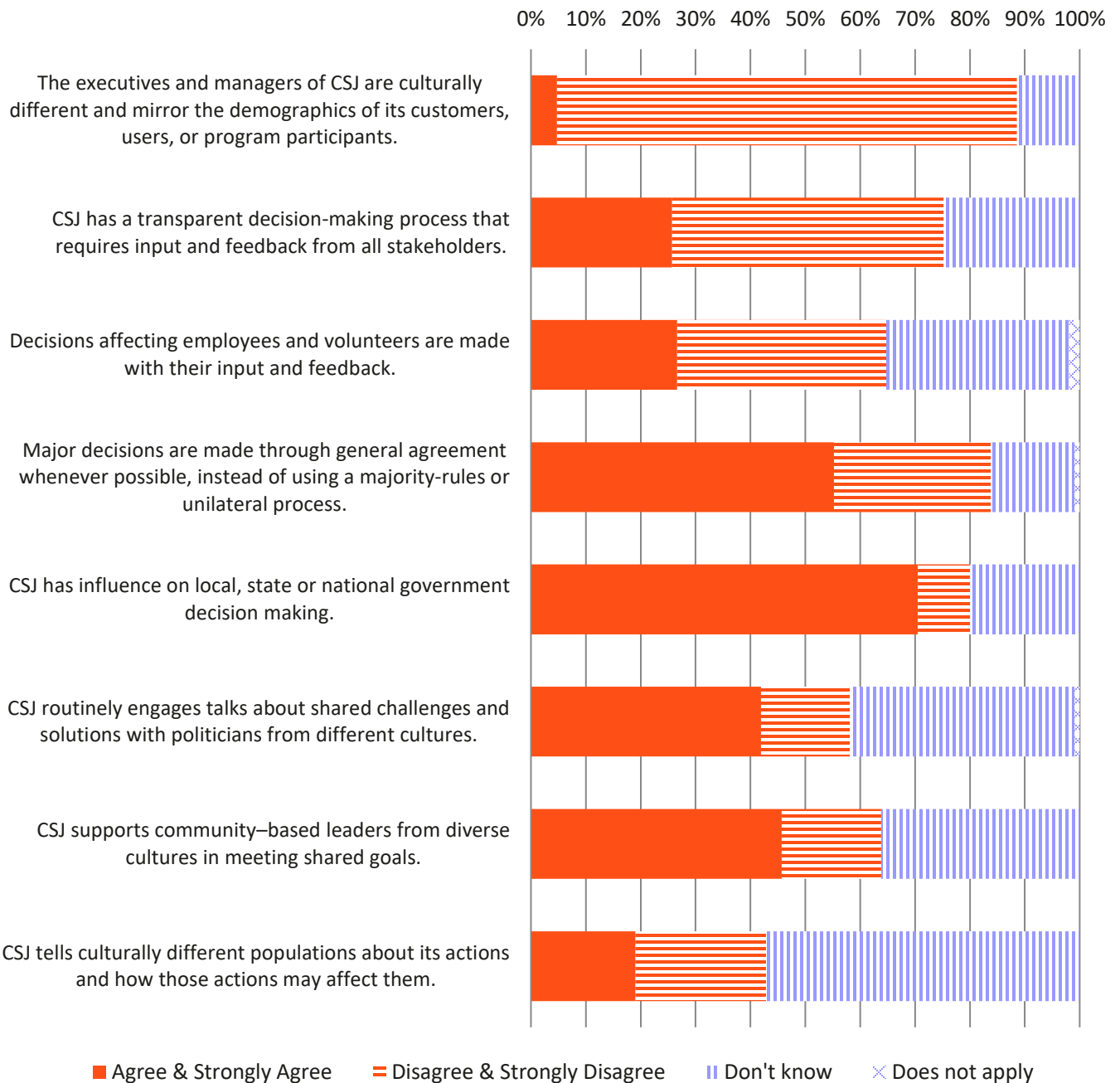
Eight DIA statements describe aspects of your organization’s approach to environmental health and sustainability.



GAP REPORT

POLITICAL CAPITAL

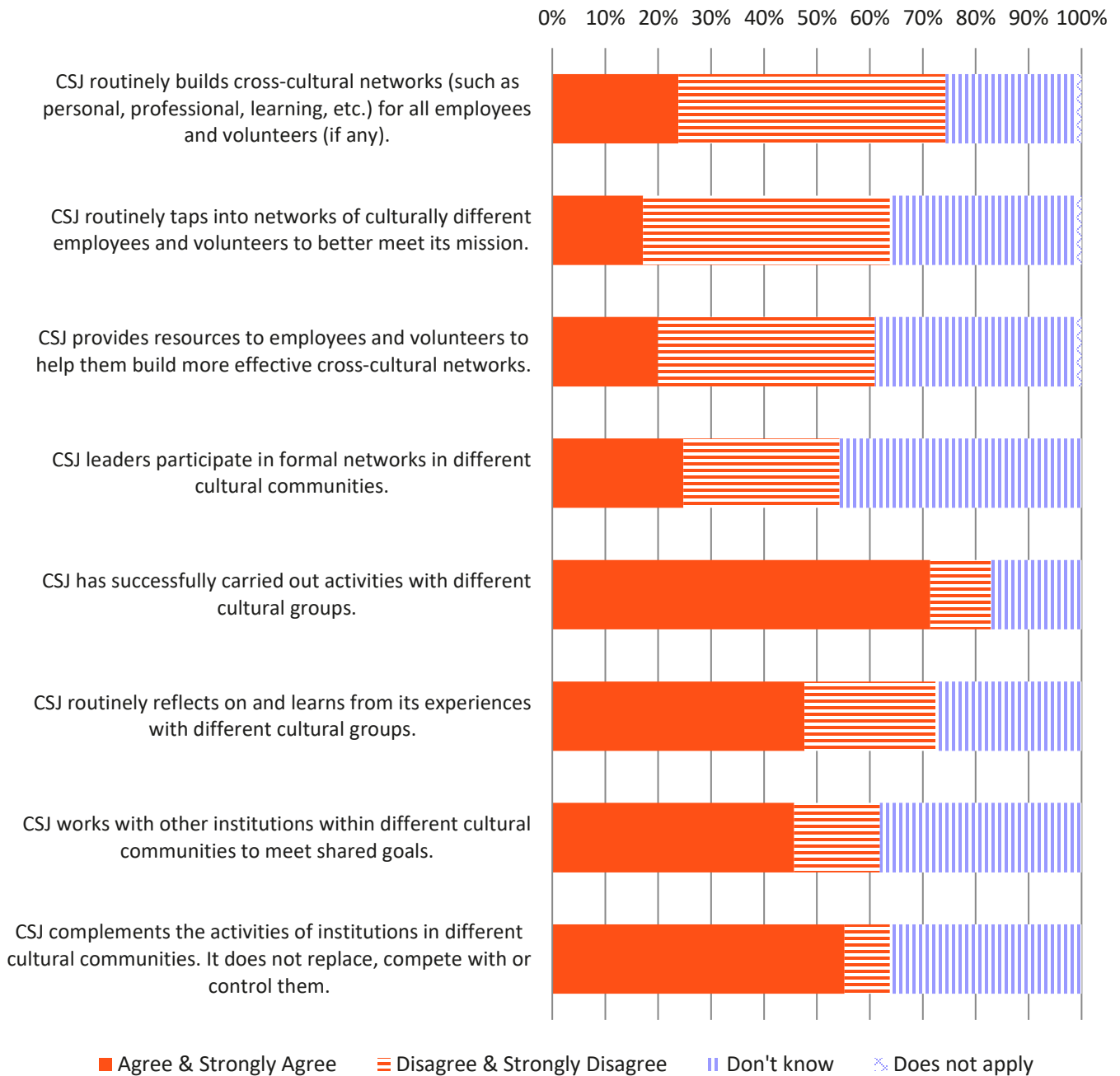
Eight DIA statements describe aspects of an organization that makes decisions in a culturally inclusive manner and has strong ties to diverse external leaders.



GAP REPORT

SOCIAL CAPITAL

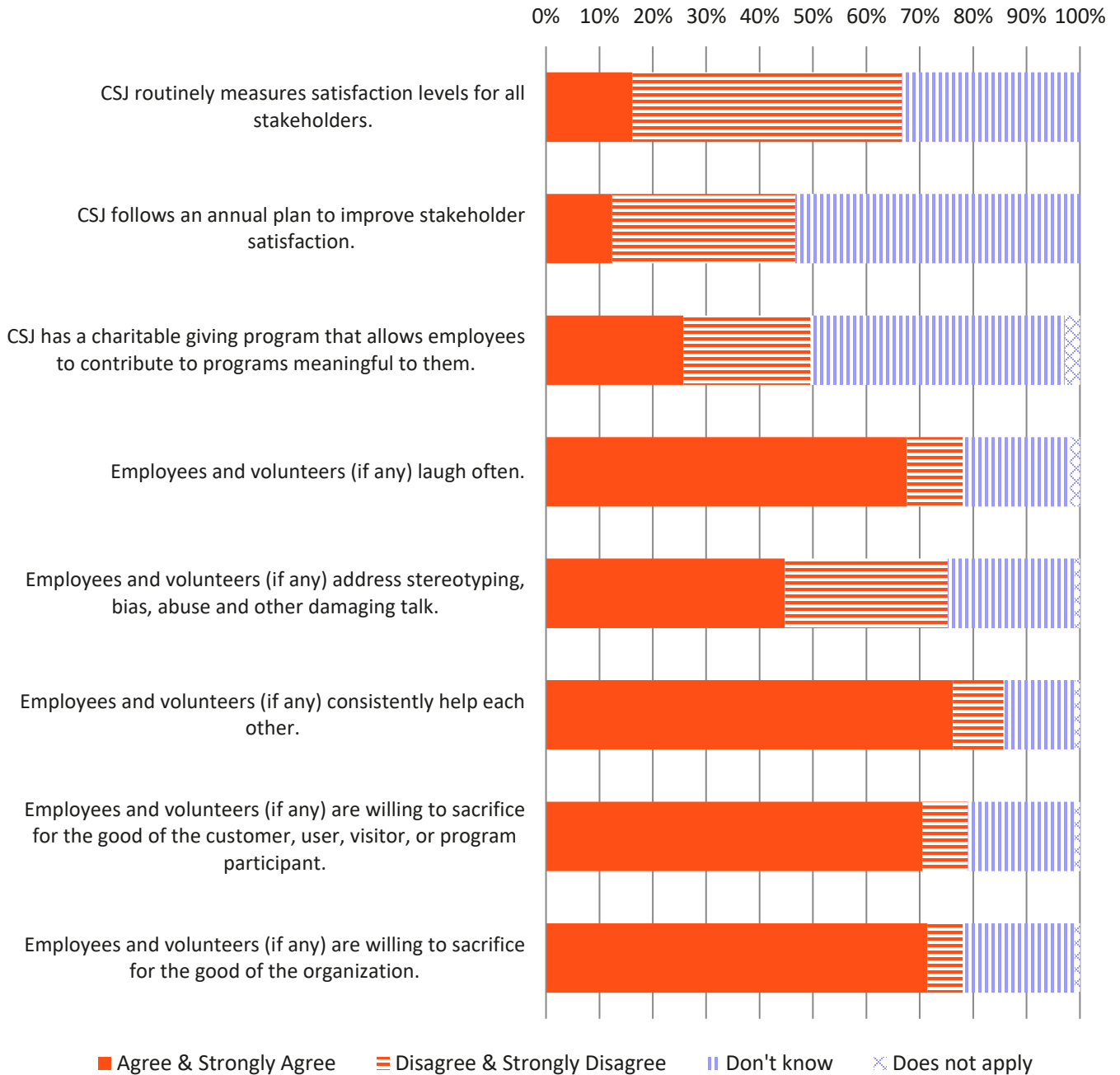
Eight DIA statements describe aspects of your organization’s ability to shape social interactions across cultures.



GAP REPORT

SPIRITUAL CAPITAL

Eight DIA statements describe aspects of your organization’s ability to deliver inclusive moral behavior, trust, sharing and motivation.



Context for Focus Areas

Strength - Natural Environment

Weakness - Human Development

Opportunity - TBD