



*Amplifying the Alliance to Catalyze
Change for Equity in STEM Success*

Organizational Change Tools

Equity Environmental Scanning Tool (EEST)

The EEST is a tool that helps Professional Societies assess and benchmark organizational DEI efforts, discern strengths, and identify areas for attention

Part 1: The 12 Functions

1. Governance & Leadership
2. Membership
3. Meetings, Conferences & Events
4. Professional Development
5. Chapters & Affiliates
6. Awards & Recognition
7. Marketing & Communication
8. Community Outreach & Engagement
9. Employment
10. Public Policy & Advocacy
11. Publishing
12. Partners, Sponsors & Vendors

Part 2: DEI Compositional Measures

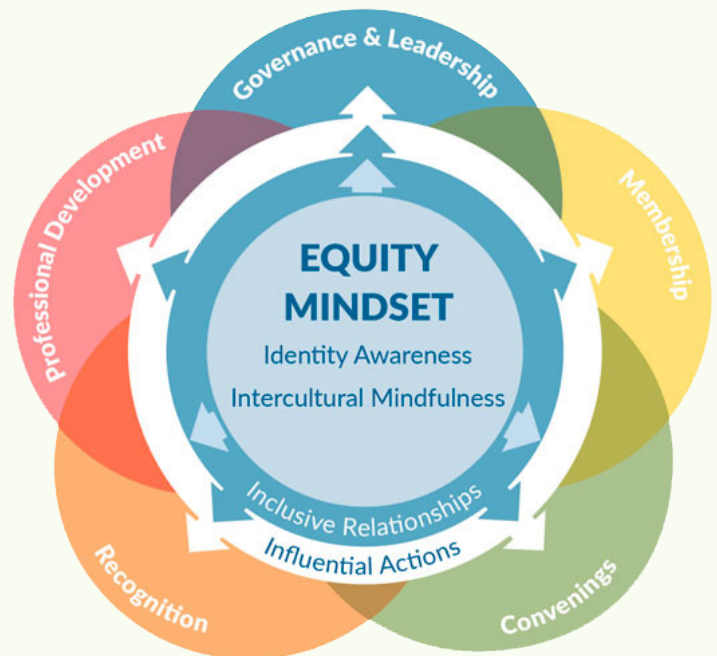
Provide information on a series of DEI performance measurement questions for each of the 12 functions, focusing on “compositional” diversity

Part 3: DEI Progress, Challenges & Priorities

Reflect on open-ended questions to identify areas of ProS DEI success and challenges, intersectional strategies employed in society functions, and DEI priorities for the future

Inclusive Professional Framework for Societies (IPF: Societies)

IPF: Societies is an interrelated set of strategies that can help change leaders and organizations identify and address mental models hindering DEI reform



Identity Awareness

Developing an awareness of self and other members' social and cultural identities

Intercultural Mindfulness

Developing an understanding of cultural differences in ways that enable effective interactions with others

Inclusive Relationships

Building connection, trust and relationship through effective communication and relational skills

Influential Actions

Evaluating specific functions of an individual society to determine where inclusive practices may have the most substantial impact