

Locate systemic barriers

Systemic Barrier Diagnostic

Move beyond what is wrong to the organizational conditions that may be contributing to the result.

Priority identified

Domain _____ Assessment score _____ / 100

Primary finding _____

Where does the barrier appear?

Policies and practices

- ☐ Relevant policy does not exist
- ☐ Policy exists but is unclear
- ☐ Policy is not consistently implemented
- ☐ Employees are unaware of the policy
- ☐ Policy does not reflect employee experience

Leadership and accountability

- ☐ No clear organizational owner
- ☐ Responsibilities are unclear
- ☐ No measurable target
- ☐ Progress is not routinely reviewed
- ☐ Leadership follow-through is inconsistent

Employee voice

- ☐ Employees lack meaningful opportunities to provide input
- ☐ Employees are reluctant to speak up
- ☐ Reporting mechanisms are unclear
- ☐ Employees do not receive follow-up
- ☐ Employee input does not consistently influence decisions

Resources and working conditions

- ☐ Staffing constraints
- ☐ Workload
- ☐ Time constraints
- ☐ Insufficient organizational resources
- ☐ Inadequate managerial support

Advancement and decision-making

- ☐ Advancement criteria are unclear
- ☐ Access to opportunities is inconsistent
- ☐ Mentorship / sponsorship is limited
- ☐ Decision-making excludes relevant workforce perspectives
- ☐ Advancement outcomes indicate potential disparities

Measurement

- ☐ Organization does not collect relevant data
- ☐ Data are collected but not analyzed
- ☐ Findings are not communicated
- ☐ Findings do not lead to action
- ☐ Interventions occur but outcomes are not measured

Primary systemic barrier

Supporting evidence

- ☐ Workforce assessment
- ☐ Leadership assessment
- ☐ Policy review
- ☐ Administrative data
- ☐ Interviews / focus groups
- ☐ Other: _____

Confidence in finding

- ☐ Additional information required
- ☐ Preliminary
- ☐ Supported by multiple data sources