



*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

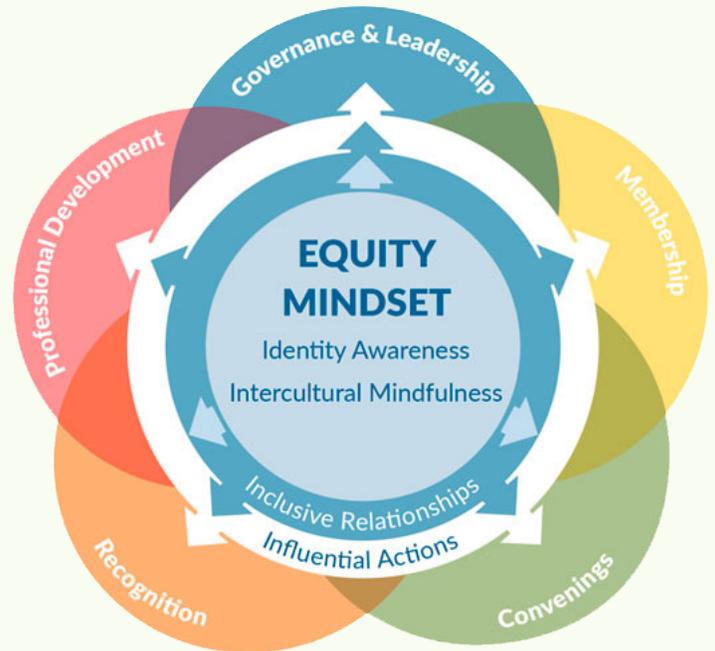
Provide information on a series of DEI performance measurement questions for each of the 12 functions, focusing on “compositional” diversity

#### 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