

OVERVIEW

WHAT IS THE EEST?

The EEST is a self-assessment tool for U.S. professional societies, intended to:

- Stimulate internal conversations,
- Assess and provide DEI performance benchmarks for future comparisons,
- Identify strengths and areas for improvement,
- Centralize data to inform reports and communications, and
- Provide direction for actionable changes.

In order to effect change, it is important to understand where a society is currently in its DEI journey. Broad engagement builds ownership in the process, accountability to address identified areas of concern, and investment in changing traditional, or unexamined, ways of “being and doing” that have not resulted in inclusive disciplinary excellence.

TIMELINE

HOW LONG DOES THE EEST TAKE?

Months 1 - 2	Determine who will be involved in the self-assessment team; ensure that all those who will be contributing know what is required.
Month 3	Convene the self-assessment team; create a plan for completing the EEST self-assessment; ensure enough time is allocated in consideration of all the people involved in the process.
Month 4	Begin collecting the necessary data to complete the EEST.
Months 5 - 7	Start completing the EEST.
Month 8	Finish collecting raw quantitative and qualitative data.
Month 9	Finalize completion of the EEST self-assessment.
Month 10	Self-assessment team meets to review the results.
Month 11	Share results with key constituents and receive input.
Month 12	Update self-assessment data as needed based on input from constituents; continue to host team meetings to finalize EEST results.
Months 13 - 16	Create a draft DEI action plan, share it with constituents, and modify the plan as needed based on input from key constituents.
Month 17	Begin implementation of the DEI action plan.

STRUCTURE

HOW IS THE EEST ARRANGED?

Part 1: The 12 Functions

Part 1 of the EEST is organized according to 12 functional areas (“functions”) that are typical of society operation.

Part 2: DEI Compositional Measures

Part 2 asks for information on a series of DEI performance measurement questions for each of the 12 functions. These focus on “compositional” diversity, the numerical and proportional representation of different groups of people.

Part 3: DEI Progress, Challenges, & Priorities

Part 3 provides the team completing the EEST with the opportunity to reflect on open-ended questions to identify areas of society DEI success (and thus opportunity for celebration!) and challenge; as well as reflection on intersectional strategies employed in society functions, and DEI priorities for the future.