Connect2Knowledge

LEADERSHIP EDI SELF-ASSESSMENT™

Purpose

This self-assessment is designed to help you reflect on your role as a leader in embedding equity, diversity, and inclusion (EDI) into your organization. It is not a pass/fail exercise but an opportunity to identify strengths, areas for growth, and concrete next steps.

For each statement, rate yourself on a scale from 1 (Rarely/Never) to 5 (Consistently).

1. Self-Leadership

Effective EDI leadership begins with self-awareness and personal development. Leaders must cultivate clarity, emotional intelligence, and authenticity to model the principles they seek to embed in their organizations.

Clarity on My Role in EDI Leadership

	1	2	3	4	5
I can clearly articulate how equity aligns with my organization's mission, vision, and values.					
I can identify the equity gap between the current state and our vision, and I understand my role in closing that gap.					

Emotional Intelligence and Self-Awareness

	1	2	3	4	5
I am aware of my own emotions and can manage them effectively in challenging situations related to equity.					
I demonstrate cognitive, emotional, and compassionate empathy in my interactions with others.					
I recognize how my emotions and behaviours affect my relationships and my ability to lead on EDI.					

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                                     1   **2**   **3**   **4**   **5**

Building Trust through Authenticity and Empathy

I nurture trust in my authentic commitment to equity by consistently aligning my actions with my words.

I build trust by showing empathy and care for the people I work with.

I build trust by showing empathy and care for equity-deserving groups.

The way I communicate about equity demonstrates that I have the competence to translate principles into action.

2. Leading Teams

Leading teams in EDI requires fostering trust, creating psychological safety, and embedding shared ownership of equity responsibilities across the team.

Building Trust and Psychological Safety

                                     1   **2**   **3**   **4**   **5**

I foster an inclusive environment where people challenge ideas and one another respectfully.

I effectively intervene in group dynamics to ensure that equity-related concerns are addressed appropriately.

When situations like microaggressions or prejudice arise, I engage in a process that supports both the person harmed and the person responsible for the harm.

I offer opportunities for my teams to give me feedback on my equity leadership and demonstrate openness to learning and improving.

Shared Ownership and Accountability 1 2 3 4 5

I ensure that equity is seen as part of everyone's role, not just the responsibility of a few people or EDI committees.

I help my teams connect their day-to-day work to our organization's equity goals, so EDI is not seen as separate or additional.

I integrate equity considerations into team priorities, decision-making, and strategic discussions.

I recognize when EDI work is falling disproportionately on a few team members and take steps to redistribute responsibility.

I provide clarity on what accountability looks like for my teams in advancing equity work.

I model shared ownership by holding myself accountable and ensuring that all leaders in the organization do the same.

Coaching and Feedback for EDI Growth 1 2 3 4 5

I actively coach and mentor my teams to increase their confidence and ability to engage in equity work.

I offer constructive feedback to help team members recognize their strengths and growth areas in EDI.

I provide opportunities for learning and reflection so that my team can deepen their understanding of equity over time.

I ensure that my teams see EDI learning as an ongoing process, not a one-time training.

I balance supporting my team's growth with holding them accountable for equitable practices.

3. Leading the Organization

Leaders must guide systemic change, shape organizational culture, and ensure that equity is embedded into the organization's strategy and operations.

Embedding Equity into Organizational Strategy   1   2   3   4   5

I ensure that equity goals are central to our organizational strategy and not treated as a separate initiative.

I integrate equity considerations into decision-making processes, from budgeting to program development.

I advocate for data-driven approaches that assess and address equity gaps within the organization.

Shaping Organizational Culture   1   2   3   4   5

I model behaviours that foster an inclusive, equitable culture across all levels of the organization.

I create opportunities for staff at all levels to contribute to the organization's EDI efforts.

I celebrate and recognize the EDI efforts already happening in the organization and make equity goals concrete and visible across all levels.

I ensure that leadership, governance, and staff structures reflect diverse perspectives and experiences and that these groups maintain meaningful relationships with equity-deserving communities.

Institutional Accountability and Sustainability   1   2   3   4   5

I ensure that there are clear accountability mechanisms in place to track progress on equity goals.

I support the development of policies and practices that promote equity and inclusion across the organization.

I foster a culture of continuous learning where equity is integrated into performance evaluations, professional development, and organizational reviews.

Navigating Resistance and Systemic Change

	1	2	3	4	5

I address pushback or resistance to EDI work constructively and with confidence.

I advocate for structural changes that embed equity into our organization's operations.

I recognize that systemic change takes time and commit to long-term efforts.

Next steps

After completing this self-assessment, take a moment to reflect. Where do you feel confident? Where do you see room to grow? Meaningful change starts with small, intentional steps—and you don't have to do it alone.

About Connect2Knowledge

We're on a mission to support teams in achieving measurable equity-driven change by empowering them to create inclusive environments and align their efforts toward their organization's vision.

We'd love to keep the conversation going.
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