



BOISE STATE UNIVERSITY
BLUE SKY INSTITUTE

Meyer DEI Spectrum Tool Organizational Case Studies

Scenario #1 - Where does this company sit on the Meyer continuum for DEI Vision, Commitment, and Leadership?

"Company C" is a small-sized city government. The leadership has talked about DE&I but does not have a plan in place. In fact, many employees in the city government have no awareness of DE&I and aren't even sure what the definitions mean. They would like to start with some baseline training and then determine where to go next. They have had conversations at a leadership level, but not all the leaders truly understand what the next steps should be. There hasn't been any training for leadership or employees and they are struggling with where to start.



DEI Vision =
Commitment =
Leadership =

Scenario #2 - Where does this company sit on the Meyer continuum for Policies, Infrastructure, and Training?

"Company A" is a mid-sized, for-profit company in Idaho. The executive leadership team has been discussing the importance of improving organizational culture and are interested in developing a DEI position to lead company DEI efforts, however, no official group has been formed to guide the process yet. As the leadership team is planning to stand up a group to assist with the strategy they review their Equal Employment Opportunities, Non-Discrimination, Anti-Harassment, and Non-retaliation policy, and they are unable to identify other DEI-related organizational policies. A few employees within the HR department have been interested in improving organizational culture in the past and have developed and implemented initial training related to unconscious bias for the HR team. The executive leadership team has also participated in external DEI-related training in preparation for strategic planning for their own company's DEI development.



Policy =
Infrastructure =
Training =

Scenario #3 - Where does this company sit on the Meyer continuum for Diversity, Data, and Community?

Organization B is a mid-sized nonprofit organization in the Treasure Valley. They provide low-cost services and programming to refugees and immigrants. Although they serve a diverse population across the Treasure Valley, their staff and board members do not represent the communities they serve. The organization is well aware of the challenges they are experiencing due to a lack of diversity within their workforce. It has become a common topic of conversation among organizational leadership as they see the value in diversification, however, they are in need of some guidance surrounding how to do so effectively. Furthermore, the organization has been putting a lot of energy into building relationships with various community groups and organizations serving refugee and immigrant populations. They have been hosting listening sessions and focus groups for the past year in order to better understand the needs of the communities they serve. They have received feedback from these communities that the partnerships they have cultivated are mutually beneficial. Stakeholders have felt comfortable bringing forward concerns because they trust that the organization values their feedback and will work to implement it moving forward. The organization has realized the importance of data collection and has begun collecting demographic information through a survey that is sent to each individual the organization serves. The data that is collected is helpful but is not particularly comprehensive and therefore the organization is unsure how to use it to inform their work.



Diversity =

Data =

Community =

Scenario #4 - Where does this company sit on the Meyer continuum for Decisions, Accountability, and Inclusion?

ABC University is a well-known institution of higher education in the Mountain West. It is home to over 32,000 undergraduate and graduate students and over 7,000 faculty and staff. The city the university is located in has seen tremendous growth over the past 20 years. This growth has diversified the university's faculty and staff and over the last 7 years, as a way of building community, folks have created affinity groups. An effort that truly began organically has now resulted in 5 well-established groups: Women at work, PRIDE+ Allies, Veterans, BIPOC Network, and Abilities Alliance. University Executive Leadership took notice of the formation of these groups and formed a DEI committee with representatives from each group to provide insight, cultural context, and guidance to decisions being made at the executive level, as well as identify and develop best practices for the university to increase their inclusive culture. Last year, the DEI committee created a tool that helps guide folks through a series of questions that helps them pause and think about how inclusive their decision-making process has been. They provided it to the executive leadership team and department directors as a resource, and they themselves tend to use it during large, consequential decisions. Their focus and topic of their committee meetings have now shifted towards gathering and collecting metrics related to DEI practices and initiatives across campus. They know that in order to truly see progress and an increase in an inclusive culture they must first understand where the

university is at as a baseline. They are currently researching best practices and how other sister institutions are measuring and tracking DEI metrics to present a plan to executive leadership.

DEI Component	Not Yet Started	Ready to Start	Launched	Well on the Way	Exemplary or Leading
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Decisions = Launched

Accountability = Ready to Start

Inclusion = Well on the Way