E.D.I. Score Card

Equity, Diversity & Inclusion, (EDI) Self-Assessment Scorecard

Organisation: _____

Completed by: _____ Date: _____

This scorecard helps organisations reflect on their current understanding and approach to key areas of Equity, Diversity and Inclusion. Use it to identify strengths and areas for development.

Scoring Card
1 = Not yet considered | 2 = Early stages | 3 = Developing | 4 = Established | 5 = Embedded & Reviewed

Assessment Table

EDI Focus Area	Reflection Question	Score (1–5)
Understanding the Business Case for EDI	To what extent does the leadership team understand how EDI drives better performance, reputation, and innovation?	
Transgender Inclusion Journey	How confident are you that your organisation supports transgender individuals respectfully and appropriately?	
Addressing Sexual Harassment in the Workplace	How proactive and robust are your policies, training, and response mechanisms to address sexual harassment?	
Linking EDI to Profit and Sustainability	How well does your organisation connect inclusive practice to business success, customer satisfaction, or retention?	
Confidence with Inclusive Language	How confident are your staff in using inclusive language and terminology, especially around race, gender, disability, etc.?	

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Reflection Notes

What are your organisation's key areas of strength?

What areas require further development or support?