**Leadership and Commitment – Demonstrate leadership’s commitment and accountability to diversity, equity, and inclusion. Identify quantitative approaches utilized to measure progress of a Diversity and Inclusion program.**

1. What is the operational status of, and level of resources available to, offices or divisions within the organization that are responsible for advancing civil rights or whose mandates specifically include serving underrepresented or disadvantaged communities?

2. What actions has the organization taken to implement affirmative equity-enhancing policies, regulations, guidance, and approaches to emphasizing equity in policy- and rule-making processes?

3. Describe how the organization’s commitment will be communicated internally and externally from leadership to employees and stakeholders.

**Diverse Talent – Demonstrate a pursuit of a high performing diverse workforce from underserved communities.**

1. What barriers or opportunities exist to engage subject matter experts from underserved communities in industry and academia? How does the organization plan to overcome those barriers?

2. How will underserved communities be leveraged?

3. Described recruiting activities, objectives, and outcomes (e.g., number of participants, number interviewed and hired from underserved communities).

**Culture & Sustainability – Demonstrate how an inclusive and fair work environment will be cultivated and maintained.**

1. Based on the data, what structures and strategies will be used to manage diversity, measure results, refine approaches, and institutionalize a culture of inclusion?

2. Identify actionable opportunities to improve data collection, use, and sharing that would allow for disaggregation, the ability to deliver services more equitably, and better understanding of how programmatic and policy decisions impact underserved communities.

3. Describe other corporate activities that seek to increase support of diversity, equity, and inclusion.