

Appendix C: Current ARTS Strategies Assessment

Purpose: The purpose of this assessment is to identify the strategies you currently have in place to attract, recruit, train and sustain your community and employees. Completing this assessment will answer two questions:

1. For each category, what current strategies are in place?
2. For each item you list, how does it impact the organization? Is it producing desirable results?

Definitions:

Attracting the community: Strategies for building a desirable reputation, image or brand as perceived by employees, the local community and the market.

Recruiting new employees: Strategies for recruiting diverse talent into the organization.

Training current employees: Strategies for providing your employees with appropriate and relevant training and professional development opportunities in an equitable, inclusive environment.

Sustaining current employees: Strategies for engaging your employees to foster an equitable, inclusive environment, loyalty, innovation, motivation and productivity.

Recommendations: It is helpful to form a committee or to partner with several individuals across the organization to complete this assessment, particularly if you have a larger organization. This may include human resources, your senior management team, key company leaders or a selection of employees from across the organization.

Next Steps: As you and your committee review the results of this assessment, answer these questions:

- What do you observe about your current strategies?
- Which current strategies need to be corrected, adjusted or enhanced?
- Which ARTS categories or current strategies need attention?
- Is there an ARTS category or current strategy that really stands out as needing attention?

Refer to The ARTS Of Diversity, Equity And Inclusion section of this playbook for a sample assessment and guidance on next steps.

ARTS Category	Current Strategies	Impact
Attracting The Community		
Recruiting New Employees		
Training Current Employees		
Sustaining Current Employees		