

# Equity Audit for Professional Practices

Adapted from Dr. Mary Wardell Ghirarduzzi's  
DEI Leadership Group Racial Equity Audit

- What is your understanding today of the experience(s) BIPOC folks face working with you, your colleagues, and your clients?
- Before now, what efforts have you made to understand what BIPOC folk's experiences are working with you?
- Have you taken any steps to correct issues that may exist?
- Do you have any channels in place to help understand positive and negative experiences of the BIPOC folks you work with?
- Is it clear to BIPOC folks whom you work with what channels and resources are available to support them in reporting inequities?

(For example, If one of your clients mistreats one of your employees or a consultant, does that person know they can come to you to report the incident? How are the laborers treated by the contractors you work with? Do they know their rights?)

- **Is diversity, equity, inclusion, and belonging a core value of your professional practice? What can you point to in support of that claim?**
- **What does the data show you about DEI in your hiring, consultants, contractors, and other industry relationship you've built over time?**
- **Have you used that data to make any positive/substantive changes? If so, provide examples. If not, why?**
- **What DE&I goals are already in place for your practice? Has progress been made? If no goals are in place, use this as an opportunity to clarify your DE&I goals for your practice.**
- **Provide specific examples of how you plan to promote transparency and accountability as it relates to DE&I in your professional practice.**
- **What resources are you putting towards DE&I now?**
- **What resources are you willing to put toward DE&I going forward?**
- **What concrete action have you committed to taking that will improve DE&I and what is your timeline for implementation?**