PFLAG

The first step in transforming yourself—or your chapter—is understanding where you are right now. Below are some questions to answer with your chapter to get an idea of your diversity, equity, and inclusion (DEI) starting point. Asking these questions and discussing your results will provide you with an opportunity to set some chapter goals and map out your next steps to achieving those goals.

Remember: **This is just the first step.** When you complete your assessment, be sure to continue the work to determine how you'd like your chapter to evolve and grow, and find out who might be able to help. (In other words, don't stop here!)

A [community mapping worksheet](#) can help identify additional targets or areas of concentration for your chapter/community. Here are some examples to get you started:

- Communities of Color
    - Race, ethnicity, and country of origin
- Gender
    - Trans and Cis identities
- Sexuality
- Disability status
- Socioeconomic status
- Body Size
- Religion
- Education Level

It's important to choose which communities and groups to consider. It'll be best if you can complete the assessment for each group you've identified through conversations with your board or chapter, community assessments, or other means (like observation).

Once you've identified your chapter's area of focus, please complete the assessment for each of the groups that are important to you or your chapter's success.

Group of Focus: _____	Never	Rarely	Sometimes	Often	Always
How often do people from the group attend your meeting?					
How often do people from the group return to your meeting?					
Do you have people from the group in your chapter leadership?					
Do you intentionally seek out or include people from this group when planning all chapter-related events & activities?					
Do you include resources for this community on your website?					
How often do you work with groups aimed at working with this community to help support your chapter activities?					
How often do you invite leaders from these communities to speak at a meeting or event?					