

Analyzing Information

Programs and Constituents

This worksheet was created by The Denver Foundation's Inclusiveness Project (www.nonprofitinclusiveness.org) to support organizations doing inclusiveness work.

Users are encouraged to customize the worksheet to meet the needs of their respective organizations.

Instructions

- Refer to **Compiling Results; Compiling Other Information; Compiling Likert Scale Responses;** and **Compiling Narrative Responses.**
- Select and review the information that pertains to programs and constituents.
- Answer the questions below.

Available Facts

In what ways is your organization's constituency more or less diverse than your community?

In what ways is your constituency more or less diverse than other organizations in your field?

What best practices from the field regarding programs and constituents are applicable to your organization?

What trends can you identify related to your programs and constituents that are relevant to your inclusiveness initiative?

Did you notice anything else regarding your programs and constituents from the results of the available facts scan?

Stakeholder Perspectives

What salient themes regarding your organization's programs and constituents were identified by a majority of your stakeholders?

In what ways is, or is not, the culture of the organization perceived to be welcoming of diverse constituents?

Do stakeholders believe that the organization currently has a system for reaching out to constituents of color? If so, is it effective?

What stories or strongly held beliefs regarding your organization's programs and constituents were identified by stakeholders?

Are there any significant inconsistencies in perspectives among groups of stakeholders regarding your organization's programs and constituents?

What trends can you identify regarding your organization's programs and constituents based on the perspectives of your stakeholders?

Did you notice anything else regarding the stakeholder perspectives in relation to programs and constituents?

Is there any additional information regarding programs and constituents that currently isn't available that you would like to collect in the future?

____ yes ____ no

If YES, what information would be helpful?

Name of Organization _____

Date Exercise Completed _____