

# Altrusa Club Diversity Assessment Tool

This tool has been developed to assist clubs in assessing their current levels of diversity and to provide tips on how to improve.

Diversity can be reflected in many ways including Gender, Race, Age, Career, Leadership experience, diversity in projects, project beneficiaries and methods of communication as just some examples.

## **Member Diversity**

### **Gender**

Percentage of Male Members \_\_\_\_\_

No

%

Number of Female Members \_\_\_\_\_

Number of Male Members \_\_\_\_\_

Score: 1 point for every 5% male members \_\_\_\_\_

### **Source of Male Members**

Are the male members in your club

No

- a. Husbands/Partners of Altrusans \_\_\_\_\_
- b. Relative of Altrusan \_\_\_\_\_
- c. Work Associate \_\_\_\_\_
- d. Other \_\_\_\_\_

Score: 1 point for every male member in category a & b. 2 points for every male member in category c & d \_\_\_\_\_

### **Racial Diversity**

How many races are represented by members in your club?

No.

- A. Caucasian \_\_\_\_\_
- B. African American \_\_\_\_\_
- C. Hispanic \_\_\_\_\_
- D. Asian \_\_\_\_\_
- E. Polynesian \_\_\_\_\_
- F. Other \_\_\_\_\_

Score: 1 point for every member that is in category B through to E (F?) \_\_\_\_\_

### **Age Diversity**

How many members in your club fall into the following age groups?

No

%

Under 20 \_\_\_\_\_

20 - 29 \_\_\_\_\_

30 - 39	___	___
40 - 49	___	___
50 - 59	___	___
60 - 69	___	___
70+	___	___

Score: 1 point for each age group represented in your club. Bonus point for each member under the age of 40 and 5 bonus points for 25% or more of the club being represented by members under the age of 40.

Which of the following exists in your club

1. There is flexibility in the times we hold our club business/programme meetings
2. Our business meetings are concise and constructive
3. New members are assigned to committees
4. We have an active social media presence
5. We invite young professionals to attend our meetings

Score one point for each of the above that applies in your club \_\_\_\_\_

### Career Diversity

Which of the following careers are represented in your club?

Education	___	Home Executive	___	Legal	___
Business Owner	___	Business Manager	___	Business Advisory	___
Banking/Finance	___	Engineering	___	HR/Personnel	___
Counselling	___	Medicine	___	Public Services	___
Customer Service	___	Technology	___	Manufacturing	___
Real Estate	___	Volunteer (Retired)	___	XXXXX	___

Score one point for each career represented in your club? \_\_\_\_\_

### Sources of Members

In the past twelve months how many potential members have you attracted through any of the following methods:

Invitation by a member	___
Public invitation to a membership event	___
Open invitation in a public advertisement	___
Web based/Social Media enquiry	___
Guest Speaker	___
Other (specify) _____	___

Score one point for each category you have represented \_\_\_\_\_

**TOTAL MEMBER DIVERSITY SCORE** \_\_\_\_\_

### Leadership Diversity

Service Years

How many members do you have in each of the following Altrusa service year categories

Under 5	___	6 - 10	___	11 - 15	___
16 - 20	___	20 - 29	___	30 +	___

Score one point for each service category you have represented \_\_\_\_\_

Leadership experience

No of Members in Club who have not held a leadership role (committee chair, board)

\_\_\_

No of Members in Club who have been a committee chair but not served on board \_\_\_\_\_

No of Members in Club who have served on board but not as club president \_\_\_\_\_

No of Members in Club who have served as Club President

\_\_\_

Score one point for each leadership experience category you have represented \_\_\_\_\_

Leadership Roles

Members who have served as President two times or more \_\_\_\_\_

Members who have served as Committee Chairs two times or more. \_\_\_\_\_

Members who have served as Treasurer two times or more \_\_\_\_\_

Score "negative" one point for each member who is counted above

\_\_\_

**TOTAL LEADERSHIP DIVERSITY SCORE** \_\_\_\_\_

**Project Diversity**

Service projects

In the last twelve months has your club \_\_\_\_\_ Y/N

A. Conducted a new service project \_\_\_\_\_

B. Conducted a new fundraiser \_\_\_\_\_

C. Conducted a service project that has been continuing for less than 5 years \_\_\_\_\_

D. Conducted a fundraiser that has been continuing for less than 5 years \_\_\_\_\_

E. Conducted a service project that has been continuing for more than 5 years \_\_\_\_\_

F. Conducted a fundraiser that has been continuing for more than 5 years \_\_\_\_\_

Score 2 points if you have answered yes to A and B and 1 point if you have answered yes to C & D \_\_\_\_\_

Project Mix

In the last twelve months

How many fundraisers have been held? \_\_\_\_\_

How many hands on service projects have been held? \_\_\_\_\_

How many collection/distribution projects have been held? \_\_\_\_\_

Score one point for each category you have entered 1 or more. \_\_\_\_\_

Project Beneficiaries

In the last twelve months which of the following groups have benefitted from club projects.

Infants \_\_\_\_\_ Children \_\_\_\_\_ Youth/Teen \_\_\_\_\_  
 Women \_\_\_\_\_ Men \_\_\_\_\_ Elderly \_\_\_\_\_  
 Families \_\_\_\_\_ Environment \_\_\_\_\_ Community \_\_\_\_\_ Veterans/Military \_\_\_\_\_  
 Other Organisations \_\_\_\_\_

Score 1 point for each sector that has benefitted \_\_\_\_\_

Service Types

Which types of service projects have you conducted in the past twelve months

Literacy \_\_\_\_\_ Vocational \_\_\_\_\_ XXXX \_\_\_\_\_  
 XXXX \_\_\_\_\_ XXXXX \_\_\_\_\_ XXXX \_\_\_\_\_

Score 1 point for each service project type \_\_\_\_\_

**TOTAL PROJECT DIVERSITY SCORE** \_\_\_\_\_

**Diversity in Communication & Decision Making**

Timing of meetings to allow contribution of members at times that suit them, providing greater flexibility can be attractive to a more diverse membership.

Complete the below table by placing a y in the options that your club offers

Meeting/Time	Breakfast	Lunch	Evening	Weekend
Business				
Programme				
Board				
Committee				
Projects				

For each box you have entered a y in score 1 point \_\_\_\_\_

Methods of Communication

Facebook \_\_\_\_\_ Twitter \_\_\_\_\_ Website \_\_\_\_\_  
 Snap Chat \_\_\_\_\_ Skype \_\_\_\_\_ Conference Call \_\_\_\_\_  
 Email \_\_\_\_\_ Telephone \_\_\_\_\_ Post \_\_\_\_\_  
 Newsletter \_\_\_\_\_

Member Orientation

