



SRE Network Standards
Self-Assessment Membership Report
October 2021

In August 2021, SRE Network released a refresh of the [SRE Network Standards](#) for Creating Safe, Respectful and Equitable Workplaces and Communal Spaces and invited its network members to Renew Membership by: **1)** recommitting to these standards and **2)** taking the refreshed [Standards Self-Assessment](#). In addition, new organizations were engaged to join the network and participated in taking the Standards Self-Assessment. Two tracks were used for the Standards Self-Assessment: **a)** one for organizations with six or more employees and **b)** another for organizations of one to five staff members.

The Standards Self-Assessment for larger entities consisted of 21 questions, including 3 demographic questions and 18 diagnostic questions focused on the following four areas of the SRE Network Standards:

- ❖ Leadership & Accountability
- ❖ Policies & Guidelines
- ❖ Reporting & Response Procedures
- ❖ Education & Training (woven throughout the other sections)

Smaller entities in contrast were asked to briefly reflect on their strengths and growth edges in SRE areas through an open response, in addition to answering the following 5 diagnostic questions:

- » Have time, money and resources been allocated annually to prioritize diversity, inclusion and harassment prevention?
- » Does your organization have a written non-discrimination policy?
- » Does your organization have written policies in place to help ensure fair and equitable hiring and advancement practices?
- » Does your organization provide training and education to employees regarding your policies and reporting systems (e.g., non-discrimination policies, anti-harassment policies, reporting and response procedures)?
- » Does your organization conduct other training around preventing and addressing discrimination and harassment (e.g., implicit or unconscious bias, bystander intervention, workplace civility/respectful workplaces)?

As of October 21, 2021, 98 larger organizations and 34 smaller organizations completed the Standards Self-Assessment. Participants were asked to rate their diagnostic responses using Yes, Somewhat or No responses. Each participant who completed the survey received a “score” based on the following weighted system: Yes - 2 points, Somewhat - 1 point, No - 0.

Completed SRE Network Standards Self-Assessment Preliminary Findings:¹

Total Number of Diagnostic Questions: 18

Total Possible Score: 36

Average Participant Score: 29.8

Strongest areas reported, based on an 80% “yes” response:

- ✓ Have time, money and resources been allocated annually to prioritize diversity, inclusion and harassment prevention?
- ✓ Does your organization have a written non-discrimination policy?
- ✓ Does your organization have a process in place whereby individuals can report discrimination or harassment?
- ✓ Does your organization’s reporting process include multiple points of access for reporting (e.g., through CEO, direct supervisor, other manager, and/or HR department)?
- ✓ Does your organization have a process that requires the organization to respond to complaints of discrimination and harassment?
- ✓ Does your organization have a process for investigating complaints of discrimination and harassment?

Most common areas for improvement:

- ❖ Workplace Climate Assessment
- ❖ Policies on Hiring and Advancement
- ❖ Internal Workplace Communications
- ❖ Conducting Investigations

¹ Standards Self-Assessment (SSA) results taken from completed SSAs submitted from August 15, 2021 through October 21, 2021 for larger organizations only.

COLOR KEY



YES



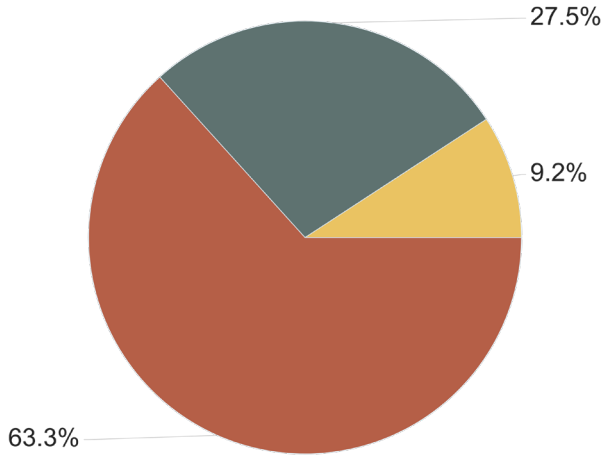
SOMEWHAT



NO

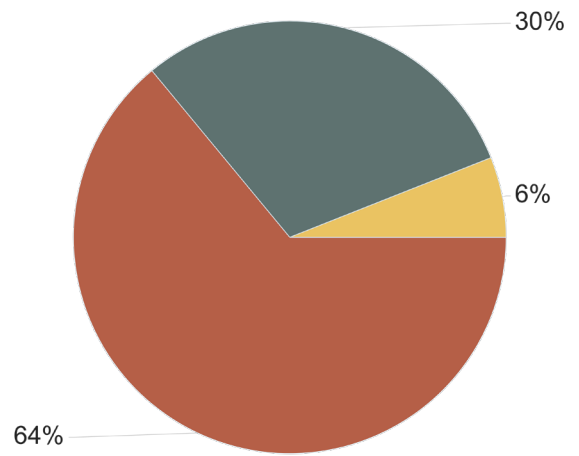
Workplace Climate Assessment:

Question: Does your workplace conduct an internal audit, climate survey, cultural assessment, or engagement survey of employees to assess and address workplace risk factors regarding discrimination and harassment?



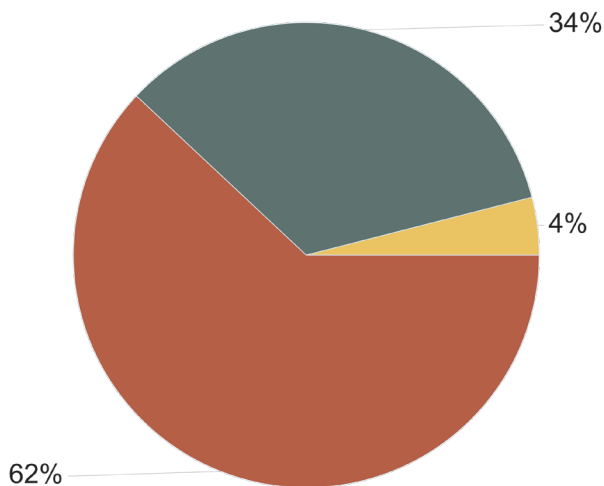
Policies:

Question: Does your organization have written policies in place to help ensure fair and equitable hiring and advancement practices?



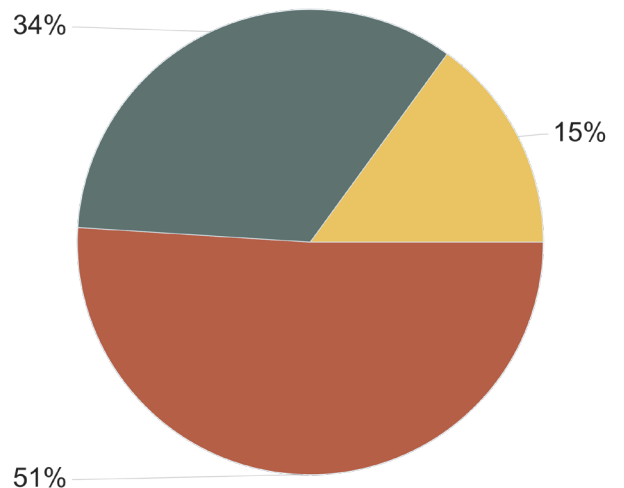
Regular Communication:

Question: Is your non-discrimination policy communicated to staff on a regular basis?



Regular Communication:

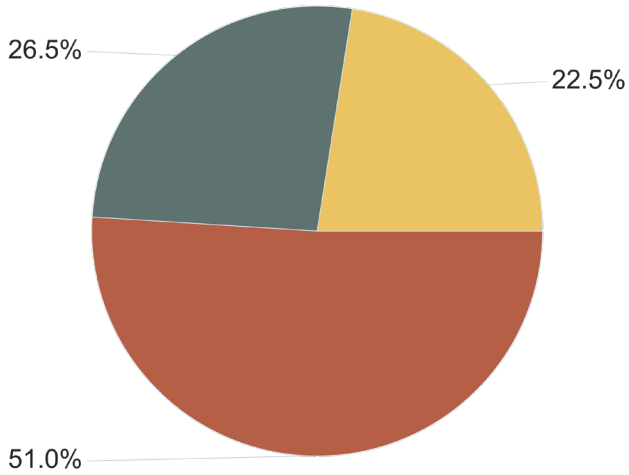
Question: Are your fair and equitable hiring and advancing policies communicated to staff on a regular basis?





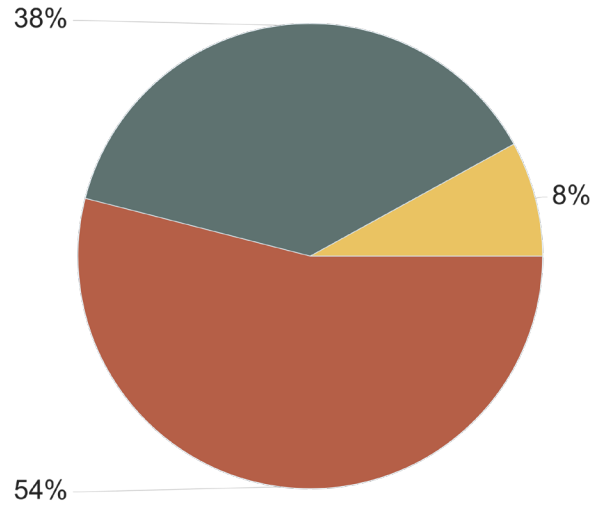
Regular Communication:

Question: Are your fair and equitable hiring and advancing policies easily accessible (e.g., on a website)?



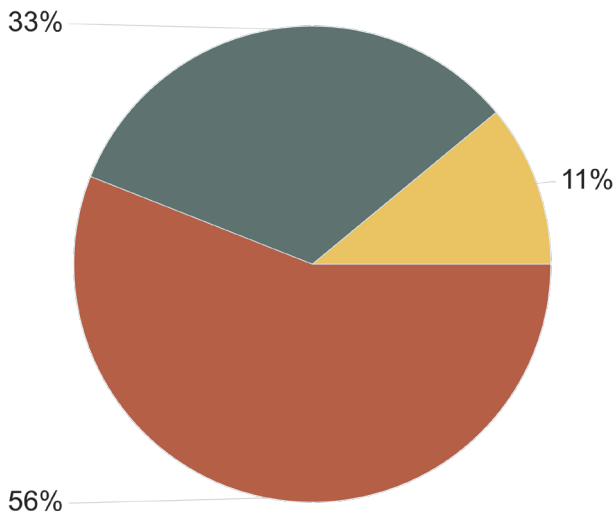
Regular Communication:

Question: Are your reporting and response procedures communicated to staff on a regular basis?



Investigations:

Question: Are the individuals who conduct investigations into discrimination and harassment trained in conducting investigations of this nature?



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