

# DEI AUDITING WITH BLINK: Why, What and How

# 5 vital reasons to audit DEI

1. Align with mission and core values
2. Reinforce your accreditation
3. Inform and prioritize your strategic planning
4. Clarify operational decision-making
5. Create accountability for DEI

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# A DEI audit isn't *just* about DEI

DEI is a fact and an aspiration that is integral to the core work of schools.

DEI auditing assesses *how equitably and inclusively* you're delivering on mission and core values for your community.

And that takes more than a survey. What people feel matters, but that isn't a complete picture of thriving. You need to audit diversity, equity **and** inclusion in **design and demonstration**.

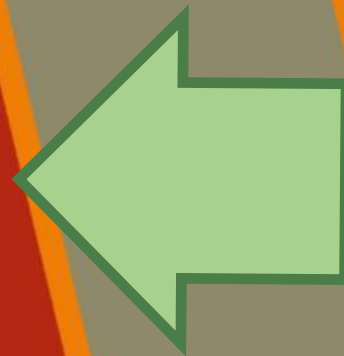
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# DEI auditing: It's about measuring intention and impact

## Design:

Equity and inclusion  
in policies, systems  
and practices for  
a diverse community



## Demonstration:

Safety, dignity,  
belonging and  
thriving of the entire  
community

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# DEI auditing isn't just a performance review of the Office of DEI

It's taking the pulse of DEI in **all** offices, classrooms and programs, in order to know how equitably and inclusively you're realizing your vision and mission for the entirety of your community.



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# Here's how Blink can help:

- **Educating** about DEI auditing.
- **Conducting** an audit of the current status of DEI in design (intention) and demonstration (impact).
- **Identifying** strategic priorities and interim actions, based on your audit findings.
- **Strategic planning** to advance safety, access, dignity, belonging and thriving in your community.
- **Planning** to build the systems and structures, and professional and cultural capacity for ongoing, formative DEI auditing and growth.

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# Blink's DEI Audit provides:

- A **snapshot** of the current status of DEI in design and demonstration.
- A **piloted process** to integrate into your accreditation and strategic planning processes.
- A **shared basis of information** and increased fluency, capacity, ownership and accountability for equitably and inclusively realizing your mission and core values for all of your community.
- **Strategic recommendations** for advancing DEI by design.

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# Working with Blink

- It's about ***your* mission and values**. Blink helps you create informed strategies for your institution and community.
- We recognize DEI as **design that requires demonstration**. We focus on data that helps you to align your *intentions* with your *intended impacts*.
- We work with you and your community to **build internal fluency, capacity, ownership and accountability**. Auditing isn't just an exercise: it's how you operate and plan forward.

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*OK, I get it, but...*

Don't have the time? Have other priorities?  
Worried about cost?

**Contact Blink** to explore options to advance  
systemic accountability for DEI:

[contact@rethinkingdiversity.com](mailto:contact@rethinkingdiversity.com)

[www.rethinkingdiversity.com/dei-auditing](http://www.rethinkingdiversity.com/dei-auditing)

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