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**TABLE 11.5 | Benchmarking Questions**

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1. What are the objectives of your diversity-and-inclusion initiative?
  2. What are your criteria for success?
    - Culture and climate measures
    - Business/productivity measures
  3. How does your executive management demonstrate support for diversity and inclusion?
  4. How did you get buy-in from staff?  
What kind of resistance did you encounter? At what levels of the organization?  
How did you overcome or deal with it?
  5. Describe the structure and process of your initiative? (e.g. Do you have a council? Are you collecting data? If so, how so?)
  6. What are the priorities and objectives of your initiative?
  7. What are your most effective strategies and processes?
  8. What are or have been your most important discoveries to date regarding both successes and failures?
    - What mistakes have been made?
    - What would you do differently next time?
  9. Did you benchmark in your own planning? If so, what did you adapt from other organizations' best practices?
  10. What is the most important piece of wisdom you would share with another organization embarking on a diversity-and-inclusion initiative?
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