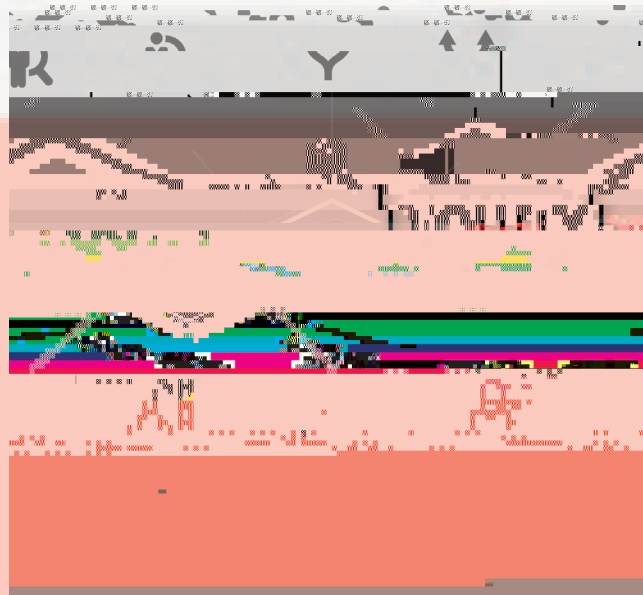


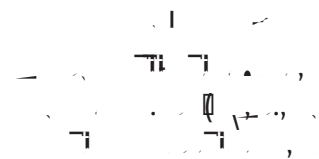
INCREASING EQUITY AT THE WORKPLACE

SUPERVISION AND MENTORING SYSTEM TOOLKIT



STEP : CONSIDER VARIATIONS IN EQUITY

FOR COLLEGE BODS



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1. *Supervisor* (A) is *not* a *supervisor* because he/she does not have authority over the *employee*.

2. *Supervisor* (B) is a *supervisor* because he/she has authority over the *employee*.

3. *Supervisor* (C) is a *supervisor* because he/she has authority over the *employee*.

4. *Supervisor* (D) is a *supervisor* because he/she has authority over the *employee*.

5. *Supervisor* (E) is a *supervisor* because he/she has authority over the *employee*.

6. *Supervisor* (F) is a *supervisor* because he/she has authority over the *employee*.

7. *Supervisor* (G) is a *supervisor* because he/she has authority over the *employee*.

#6 ()

1. *Supervisor* (A) is *not* a *supervisor* because he/she does not have authority over the *employee*.
2. *Supervisor* (B) is a *supervisor* because he/she has authority over the *employee*.
3. *Supervisor* (C) is a *supervisor* because he/she has authority over the *employee*.
4. *Supervisor* (D) is a *supervisor* because he/she has authority over the *employee*.
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6. *Supervisor* (F) is a *supervisor* because he/she has authority over the *employee*.
7. *Supervisor* (G) is a *supervisor* because he/she has authority over the *employee*.

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Task 1: Consider Variations in Employees' Equity Experiences

#6 ()

1. *Supervisor* (A) is *not* a *supervisor* because he/she does not have authority over the *employee*.
2. *Supervisor* (B) is a *supervisor* because he/she has authority over the *employee*.
3. *Supervisor* (C) is a *supervisor* because he/she has authority over the *employee*.
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7. *Supervisor* (G) is a *supervisor* because he/she has authority over the *employee*.

()





QUESTIONNAIRE #6



Are your organization's policies related to supervision and mentoring fair for...

Are your organization's policies related to supervision and mentoring fair for...

Response area for the first question.

Response area for the second question.

Response area for the third question.

Response area for the fourth question.

Response area for the fifth question.

Response area for the sixth question.

Response area for the seventh question.

Response area for the eighth question.



QUESTION #6: Are supervision and mentoring practices fair for...



Are supervision and mentoring practices fair for...

Are supervision and mentoring practices fair for... (handwritten text)

Are supervision and mentoring practices fair for... (handwritten text)

Are supervision and mentoring practices fair for... (handwritten text)

Are supervision and mentoring practices fair for... (handwritten text)

Are supervision and mentoring practices fair for... (handwritten text)

Are supervision and mentoring practices fair for... (handwritten text)

Are supervision and mentoring practices fair for... (handwritten text)

Are supervision and mentoring practices fair for... (handwritten text)



QUESTION #6 (1 of 1)



Is the planning and evaluation of supervision and mentoring fair for...

Is the planning and evaluation of supervision and mentoring fair for... (Handwritten: Not fair)

Is the planning and evaluation of supervision and mentoring fair for... (Handwritten: Not fair)

Is the planning and evaluation of supervision and mentoring fair for... (Handwritten: Not fair)

Is the planning and evaluation of supervision and mentoring fair for... (Handwritten: Not fair)

Is the planning and evaluation of supervision and mentoring fair for... (Handwritten: Not fair)

Is the planning and evaluation of supervision and mentoring fair for... (Handwritten: Not fair)

Is the planning and evaluation of supervision and mentoring fair for... (Handwritten: Not fair)

Is the planning and evaluation of supervision and mentoring fair for... (Handwritten: Not fair)



QUESTION #3: How do you feel about the workplace climate pertaining to supervision and mentoring?

QUESTION #6: How do you feel about the workplace climate pertaining to supervision and mentoring?



QUESTION #7: How do you feel about the workplace climate pertaining to supervision and mentoring?

Is the workplace climate pertaining to supervision and mentoring fair for...

For all employees: Yes No Not sure

For employees with disabilities: Yes No Not sure

For employees with limited English proficiency: Yes No Not sure

For employees with religious observances: Yes No Not sure

For employees with national origin: Yes No Not sure

For employees with race/ethnicity: Yes No Not sure

For employees with age: Yes No Not sure

For employees with sex/gender identity: Yes No Not sure



1. Are communications regarding supervision and mentoring fair for...

1. Are communications regarding supervision and mentoring fair for... #6 ()



Are communications regarding supervision and mentoring fair for...

1. Are communications regarding supervision and mentoring fair for... ()

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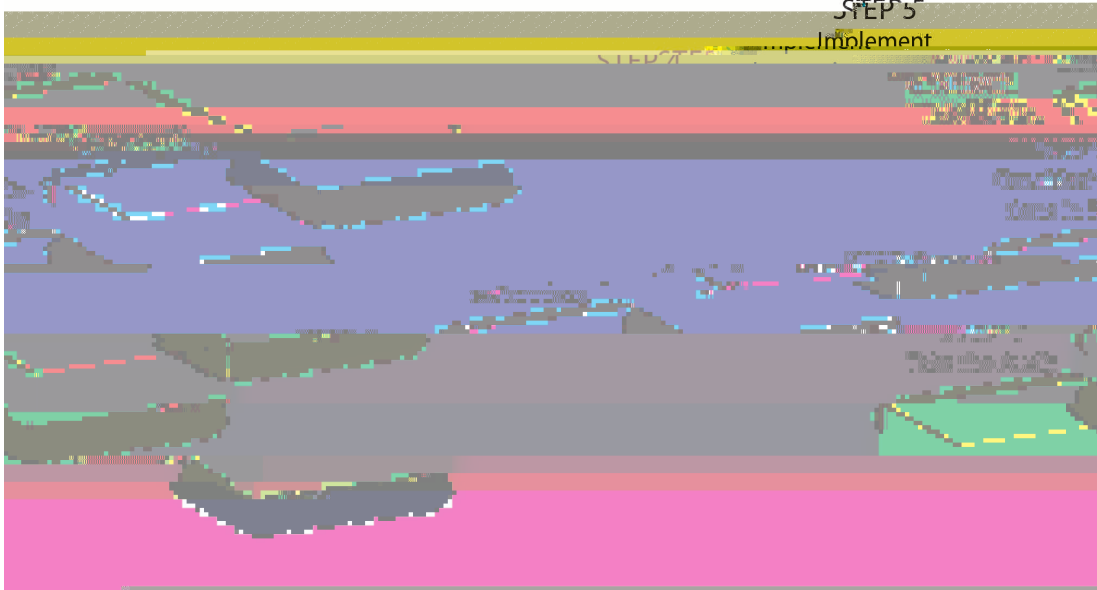
1. Are communications regarding supervision and mentoring fair for... ()

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STEP 4: Develop a plan for implementation. This step involves identifying the resources needed, the timeline, and the roles of the various stakeholders involved in the implementation process.



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