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| **Common Barriers** | **Is this a barrier for my program/service/course?** *Yes – Maybe – No* | **Considerations/Action Needed** |
| **Relational**: Lack of trust, lack of knowledge about non-traditional audience/community, not tapping into existing relationships, unclear or miscommunication, unclear boundaries about program leadership, lack of local support |  |  |
| **Access**: Accommodations for persons with disabilities, physical access, emotional access |  |  |
| **Language Access**: English-dominated programming without language support services (e.g. translation, interpretation, bilingual employees) |  |  |
| **Resources**: Time and money |  |  |
| **Promising Practices** | ***How well does my program consider these practices on a scale of 1 - 5? Strong (5) - Room for Growth (3) – Not Present (1)*** | **Considerations/Action Needed** |
| **Relationship Building**: Reflecting values of trust, respect, indigenous knowledge, making connections through existing partnerships, listening to target audience and engaging diverse voices in planning processes |  |  |
| **Communication**: Appropriate use of media and technology, providing language support services (e.g. translation, interpretation), hiring staff that is fluent in the target language(s) |  |  |
| **Accommodation**: Physical and emotional access; ADA compliance; Universal tools and adaptive technologies |  |  |
| **Learner-centered and culturally relevant** program design, teaching and curricula |  |  |

1. In what ways is my program inclusive of Diversity in its program design considerations?
2. In what ways could the Program Design be more inclusive to diverse students and their needs?
3. In what ways is my program inclusive of Diversity in its assessment strategies?
4. In what ways could my program be more inclusive of diversity in its assessment strategies?
5. What specific actions can I take to enhance the inclusivity of my program?