

University of Northern Iowa
Policy Bias/Inclusion Screening Tool

Department:

Date:

Policy:



Screening Factors

Screening for Bias

- T F Does the policy:
- Stereotype any subgroup.
 - Represent any domains of identity in a disrespectful manner.
 - Utilize group specific language, vocabulary, or reference pronouns.
 - Outline steps in the process that might benefit one or some subgroup(s) and unfairly disadvantage others.
 - Terminology that may be interpreted differently or have an unfamiliar meaning to some subgroups.
 - Unnecessary difficulty language and vocabulary.
 - Include a process that might be offensive or emotionally charged for some subgroups.

Inclusive Implementation of Policy

- The policy **fails** to include or reference a clear implementation process.
- There is a need to address or improve policy implementation.
- The current implementation process allows for implicit bias - potentially resulting in a negative experience.
- The implementation process **fails** to consider all identify domains.

Strategic Alignment

- The policy functions better as procedures or guidelines.
- The policy does **not** clearly and effectively communicate UNI's values.
- The policy does **not** clearly and effectively communicate general purpose.
- The policy does **not** clearly and effectively communicate division values around inclusion.
- The policy is **not** current (updated in the last 10 years).
- The policy does **not** align with legal requirements and best practices in Higher Education.
- The policy does **not** meet departmental/unit needs.