METRO STATE UNIVERSITY
Institute for Professional Development

Capability Maturity Model for DEI

Optimized*

DEI is automatic. Everyone in the organization contributes to DEI as part of their defined role - whether it's a "just do it" department project or a more complex strategic enterprise-level DEI project.

Managed

Enterprise-level structue is put in place to use DEI best practice. Key positions receive training on designing and implementing polices to support DEI intiatives. DEI becomes part of the organizational culture as KPI's for DEI are added, and employees expect a respectful culture as the norm.

Defined

Leadership engages in a consistent DEI effort. Standardization begins by providing all employees with training defining terms and aligning DEI concepts to organizational values. Departments are encouraged to use DEI best practice in initatives and projects.

Developing

Leadership sees value in DEI and foundations are being provided to those who are interested such as training on reducing bias in hiring practices.

Initial

Inidividual grass root efforts with DEI are taking place, such as employees adding their pronouns to their screen names and signatures.

*Note that by the time the **Optimization** level is obtained, new information and data often move the organization back to **Initial** as part of the continuous improvement cycle. However, with enterprise-level systems established, maturity moves more quickly.