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LEELA SRINIVASAN

 @LEELASRIN

CMO & CULTURE CARRIER, SURVEYMONKEY

D&I 2018: What Would Our Collective Report Card Say?



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#BlackLivesMatter
#TimesUp
#FoundersForChange
#MeToo
#MentorHer
#womensmarch

**Orinda Union School District
1st Grade Common Core Standards Report Card**

Name F/L: Tesch, Isla S
School Glorietta Elementary

Year: 2017 - 2018

Teacher: Shannon, Charles
Principal: Ron Langer

REPORTING SCALE

3 Consistently meets grade level standard	2 Approaching grade level standard	1 Needs support
E Area of Strength	S Satisfactory progress	N Needs improvement
		NA Not assessed this trimester

Language Arts

Reading Standards	T1	T2	T3
Effort	S	E	
Foundational Skills			
Applies grade level phonics and word analysis skills to decode with accuracy	3+	3	
Reads fluently	3	3	
Reads high frequency words	3+	3	
Literature/Informational Texts			
Asks & answers questions about key details in a text	3-	3	
Retells including key details	3	3	

Writing Standards

Writing	E	E
Effort		
Narrative writing: Writes with two or more events, using temporal words to signal order	3	N/A
Opinion writing: Writes pieces on topics or texts with a stated opinion	N/A	3
Informational writing: Introduces and develops a topic using facts	N/A	N/A

Language Standards

Uses correct spelling	3	3
Uses correct capitalization	3-	3
Uses correct grammar	3	3
Uses correct punctuation	3	3
Writes legibly	3	3

Speaking & Listening

Participates appropriately in a range of collaborative discussions (one-on-one, partnerships, and groups)	3	3
Gives, restates, and follows directions	3	3
Asks & answers questions for a variety of purposes	3	3

Science

Effort	S	E
Demonstrates an understanding of science content and concepts	3-	3

History/Social Sciences

Effort	S	E
Demonstrates an understanding of social studies content and concepts	3	3

Mathematics

	T1	T2	T3
Effort	S	E	
Operations and Algebraic Thinking			
Represents/solves word problems involving addition and subtraction	3	3	
Uses mental math strategies to accurately and efficiently add and subtract	3	3	
Finds unknown numbers in a simple equation	3	3	
Numbers and Operations in Base Ten			
Counts to 120	3	3	
Reads, writes, and represents selected numbers to 120	3	3	
Place Value			
Understands and compares two-digit numbers representing tens and ones	N/A	3	
Adds and subtracts with multiples of ten	N/A	3	
Measurement and Data			
Expresses the length of an object as a whole number using non-standard units	N/A	N/A	
Tells and writes time to the hour and half-hour	N/A	N/A	
Represents and interprets data in graphs	N/A	N/A	
Geometry			
Defines and draws various representations of shapes based on their attributes (circle, square, triangle, rectangle, hexagon)	N/A	N/A	

Art

Effort	S	E
Conduct	S	E

Music

Effort	S	E
Conduct	S	E

Physical Education

Effort	S	S
Conduct	S	S



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ATTAINMENT
Are we **doing well enough?**

EFFORT
Are we **trying hard enough?**

1. Dedicating resources

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Number of people on LinkedIn whose title includes...

"Diversity"

~25K

"Inclusion"

~24K

RESOURCES: ATTAINMENT: 2/ EFFORT: S

Half of us are investing in tech

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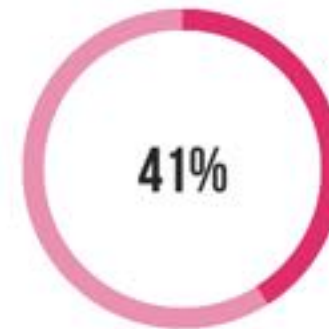
TECH INVESTMENT IN DIVERSITY & INCLUSION TECHNOLOGY



HAVE IMPLEMENTED
TECHNOLOGY TODAY



EXPECT TO INVEST
WITHIN 3 YEARS



NO EXPECTATIONS OF
INVESTMENT

RESOURCES: ATTAINMENT: 2/ EFFORT: S

Source: HR OpenSource, 2018

2. Establishing true belonging

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Number of people on LinkedIn whose title includes...

"Diversity"

~25K

"Inclusion"

~24K

"Belonging"

103!

BELONGING: ATTAINMENT: 1/ EFFORT: N

Depends who you ask

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23%

of Latina women have quit their job because
of sexual harassment in the workplace

BELONGING: ATTAINMENT: 1/ EFFORT: N

Source: SurveyMonkey, 2017

LEAN IN



45% of male managers are now **more uncomfortable** participating in at least one common work activity with female colleagues or subordinates.

BELONGING: ATTAINMENT: 1/ EFFORT: N

Source: SurveyMonkey & Lean In, 2018



BRIEF

The number of female Fortune 500 CEOs dropped 25% this year

LEADERSHIP: ATTAINMENT: 1/ EFFORT: N



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3. Diversifying leadership

Source: HR Dive, May 2018

*No black woman currently heads
up a Fortune 500 corporation.*

LEADERSHIP: ATTAINMENT: 1/ EFFORT: N

Source: HR Dive, May 2018



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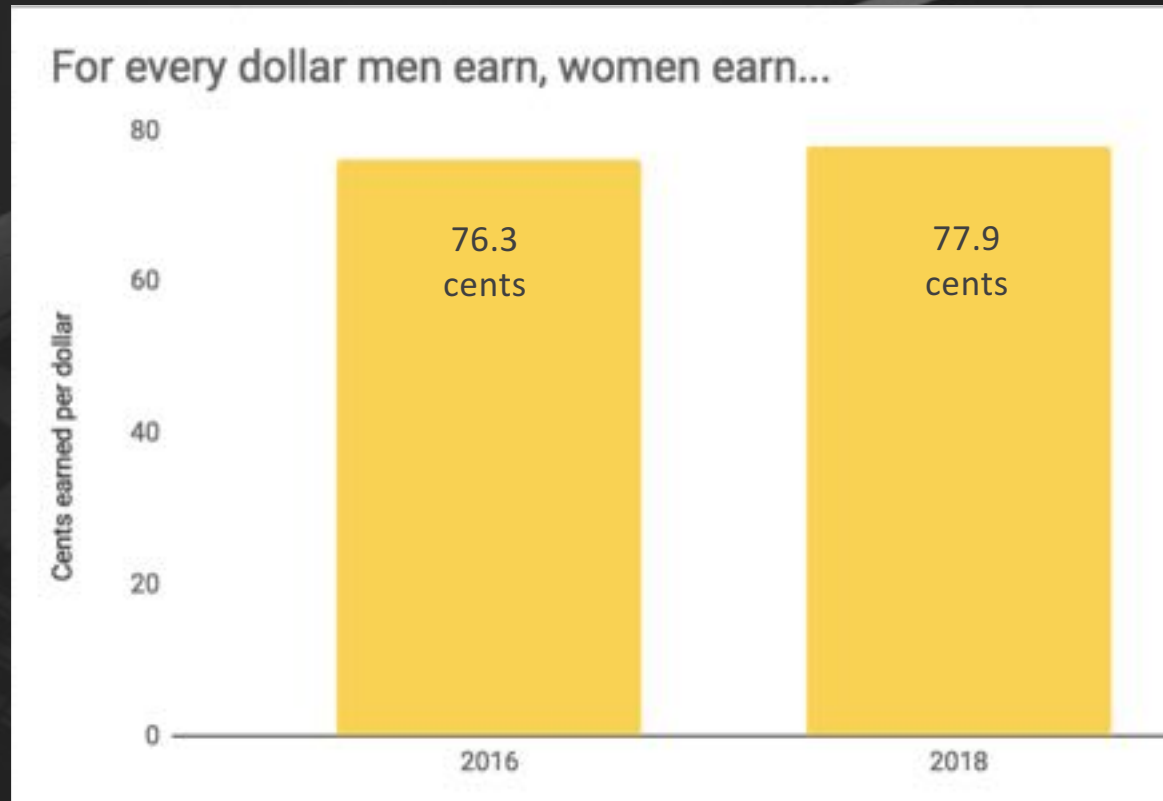
4. Intersectionality

Most companies
are barely in the
classroom.

**INTERSECTIONALITY:
ATTAINMENT/ EFFORT: N/A**

5. Pay equity

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PAY EQUITY: ATTAINMENT: 1/ EFFORT: N

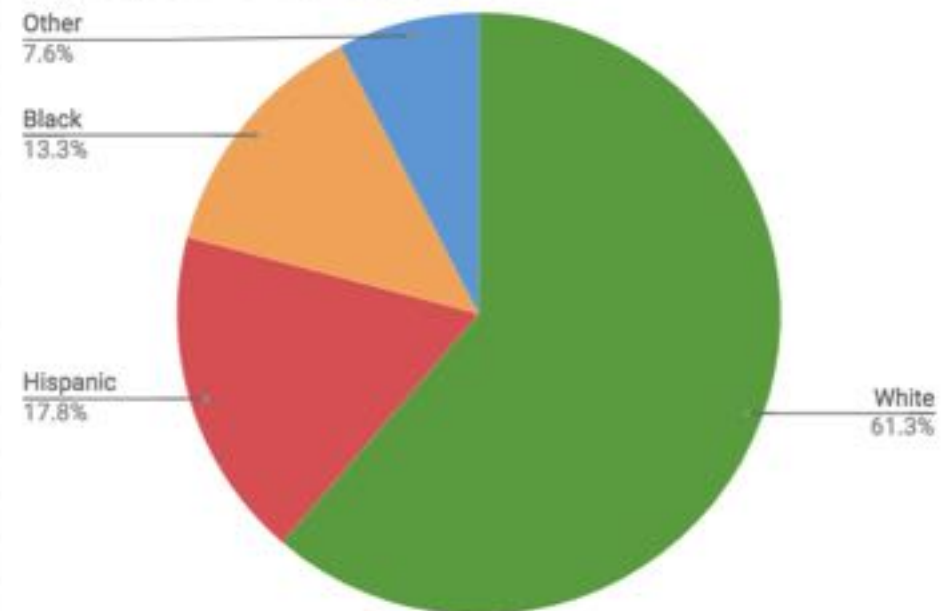
Source: Payscale, 2018

6. Diversity recruiting

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US population by race, 2016



DIVERSITY RECRUITING: ATTAINMENT: 1/ EFFORT: S

Verdict: *we still suck*. But we've never been more aware of it.

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	Attainment	Effort
Dedicating resources	2	S
Establishing true belonging	1	N
Diversifying leadership	1	N
Supporting intersectionality	N/A	N/A
Pay equity	1	N
Diversity recruiting	1	S

And there's a new hope.

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"I believe in a more diverse and inclusive tech industry. I am dedicated to having a diverse team and board, and when I have a choice of investment partners in the future, the diversity of their firms will be an important consideration."
#FoundersForChange

All 700+ Founders & CEOs
Diversity & Inclusion Tips
Join The Movement
Resources
About
News and Social



From the beginning, get
more women and people of
color on the cap table.

Othman Laraki | Color



We all use the restroom
most closely aligned
with our gender identity
or expression.



D&I at SurveyMonkey

Better than the Benchmark

Genuine Growth, Genuine
Belonging

Everyone Plays a Part

Let's *all* commit to better grades

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Measure



Benchmark



Act

See @leelasrin for a free gender in the workplace survey template. More to come!

PRINCIPAL'S
OFFICE

ENTER