Individual Diversity Assessment Score Interpretation Guide

This guide is part of the Six Stages Diversity Assessment Toolkit and provides an interpretation of scores to support individual growth and self-awareness in Diversity, Equity, and Inclusion (DEI). It aligns with the Six Stages Framework developed by Dr. Shungu H. M'gadzah.

Score Range	Six Stages Framework Alignment	Interpretation
< 100	**Stages 1 & 2: Denial & Disinterest**	- You have some way to go in developing your understanding of racism and inclusion. - You may be dismissive or avoidant of race-related issues. - You may recognize DEI in name only and avoid meaningful action. - Surface-level engagement, often defensive in discussions. - Unaligned with principles of fairness, respect, and inclusion. - **You really, really need this training to get with the 21st Century!**
100–120	**Stage 3: Curiosity & Emerging Awareness**	- You demonstrate some awareness but offer mostly performative responses. - Actions lack depth and consistency. - You may use inclusive language but struggle with authenticity. - You are beginning to explore but lack full understanding or personal investment.
121–140	**Stage 4: Active Allyship & Engagement**	- You are developing positive traits in your understanding of racism. - You show curiosity and a desire to learn. - You seek education and take initial steps toward accountability. - You engage in conversations about race and challenge your assumptions.
141–170	**Stage 5: Advocacy & Integration**	- You are actively working on understanding and addressing racism. - You champion change and advocate for DEI. - You support others and integrate DEI into your everyday life and professional environment. - You challenge discrimination and systemic barriers.
171+	**Stage 6: Systemic Change & Role Modelling**	- You fully embody and promote inclusivity. - You lead by example and support others in creating inclusive environments. - You inspire transformation and systemic change. - You recognise the ongoing nature of this work and are committed to continuous learning.

Remember:
The Six Stages Framework is a lifelong journey. Whether you're at the beginning or leading change, there is always room to grow, reflect, and act.