



## Awareness & Readiness for Engagement Audit (AREA) Instrument for Transformation

### Overview

Many factors influence the progression or paralysis of institutions' administrations. Specific aspects, such as human nature, overt and implicit biases, traditions, and community, have invisible but tangible impacts on the speed of progress and the length of stagnation. While most factors do not appear in a linear or prioritized display, they can be grouped relative to institutional and human engagement infrastructures and afforded direct and focused attention. Unless addressed holistically, general and specific factors will take a toll on infrastructure alignments, ultimately dictating who gets hired, fired, and retained.

The AREA is an audit instrument that seeks to reveal relevant information about institutions' leadership, curricula, climate, and representation infrastructures. Auditing for behavioral-based continuity impacting policy, practice, and performance is essential for awareness and is a prerequisite for strategic adjustment. It empowers decision-making against traditional and well-ingrained processes and procedures that adversely operate against transformation into all-inclusive entities. Thus, the instrument does not audit for common descriptors, such as how underrepresented populations feel treated. It audits how ingrained expectations and rewards are for behaviors that advance the institution via preferred experiences for all constituents. The AREA presents a truth-seeking method of inquiry to (1) help responders rethink why institutions produce repeat "performances" that eat away at their capacity to attract and retain talent, (2) learn where staple, stagnate-creating behaviors exist, and (3) position the institution for grounded and documented resistance to social, political, and inequitable assaults on their missions.

Coop Di Leu endeavors to be a catalyst for education about the cause and effect of organizational progress or paralyzing circumstances. We strive to focus on specific transformation pillars that systemically impact efforts to transform traditional and well-ingrained paralysis-forming patterns.

## Where Can the AREA Lead You?

The AREA presents questions that help institutions conceptualize pathways to preparing for significant undertakings stemming from incrementalism, stagnate cultures, and assaults on infrastructural premises. The questions are precepts to Coop Di Leu's Institutional Pillars for Transformation (IPT) framework and ultimately prepare institutions for award-winning transformation and recognition. More information about the IPTs can be learned by clicking this link. [What are the Institutional Pillars of Transformation?](#)

## Why Does the AREA Matter?

The AREA provides an overlay of six subcomponents, which total approximately sixty questions, determining how an institution's performance within each IPT would position it for nationally recognized leadership as a transformative and inclusive workplace. Recognition of non-traditional approaches is a clear step toward cultural change. With employee turnover trends, organizations must display their workplace development competency. Institutions can't teach if there are too few instructors, nor can they retain talent or students in toxic cultures.

Moreover, recognition for transformation is connected to robust control over how personnel conduct their responsibilities, how students experience the institution, and who is associated with its excellence. People will stay and flock to workplaces that demonstrate uncommon experiences regarding inclusion, affinity, and opportunity. To become one of these places, an institution must learn where its capacity to recognize preferred behaviors within its infrastructure is inadequate, adequate, or futuristic. Once discovered, this information can tailor internal recognition programs, link daily performance to mission values, empower leadership personnel at all levels, and leverage the technology that monitors progress from one stage of cultural development to the next.

## Piloting the AREA Instrument

**We are currently recruiting institutional participants to participate in the initial pilot testing of the AREA audit.** Our goal is to continually improve the audit based on the aspirations of institutional stakeholders, and a pilot testing phase will allow us to do so. Pilot institutions gain access to this groundbreaking instrument free of charge! Results will NOT become public, nor will institution names be released. Individual results may be obtained in confidence. **Institutions piloting the AREA must assign one to three representatives to complete the audit.**

**Click this link to be part of the inaugural test group!**      [Take The AREA Pilot Test](#)

## AREA Survey Pilot Testing Timeline

Recruitment for AREA Pilot Testing: January 1, 2025 – February 28, 2025

AREA Pilot Data Review: March 1, 2025 – March 30, 2025

AREA Report Delivery: April-May 2025