

The IDI and other tools: inputs to practice, not the practice itself

The Intercultural Development Inventory is one proprietary assessment among many tools. It can inform qualified professional practice. It does not define this program, its results are never personnel data, and its protected content is not reproduced here.

Why it matters

A single instrument can quietly become the program's definition of competence. That is a governance risk. A registry of tools with owners, evidence, limits, and permitted uses keeps every tool in its place.

Content

What the IDI is. A licensed intercultural assessment administered by qualified administrators. It describes a developmental orientation toward cultural difference and is used for individual and group development.

What it is not. It is not a measure of competence for selection, promotion, or performance. A result or an inferred orientation must never become an employee record, an access gate, or a hidden label in this program.

What this program does with it. Describes it, names its owner and license, and routes people to qualified administration if their division offers it. Protected content is not reproduced.

The same discipline applies to every tool. The Minnesota Equity Analysis Toolkit, the GARE Racial Equity Toolkit, CLAS, LifeCourse, implicit-association resources, accessibility methods, and engagement frameworks each have an owner, an evidence base, a license or public status, required qualifications, limits, and permitted uses. The tool cards in the Library record them.

Practical application is decided through the consultant-led, equity-professional-informed practice, in collaboration with Equity Directors, Specialists, and committee members. No tool decides it.

Next steps

- **Tool card: Intercultural Development Inventory** — program page </library/tool-idi>
- **Tool card: Implicit-association resources** — program page </library/tool-implicit-association>
- **Positional power** — program page </library/lm-power-and-positional-authority>