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Diversity programs have become commonplace in the professional world, but do they actually work? Not REALLY!

“It shouldn’t be surprising that most diversity programs aren’t increasing diversity,” wrote Dobbin and Kalev. “Despite a few new bells and whistles, courtesy of big data, companies are basically doubling down on the same approaches they’ve used since the 1960s—which often make things worse, not better.”

-Harvard Business Review



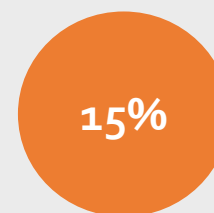
Why Diversity Matters -

New research makes it increasingly clear that companies with more diverse workforces perform better financially



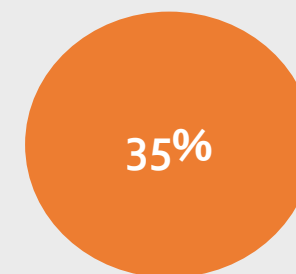
Diversity's Dividend

What's the likelihood that companies in the top quartile for diversity financially outperform those in the bottom quartile?



More likely to outperform

Gender-diverse companies



More likely to outperform

Ethnically diverse companies

†Results show likelihood of financial performance above the national industry median. Analysis is based on composite data for all countries in the data set. Results vary by individual country.

Source: McKinsey analysis+

Leveraging Data Analytics to Promote Meaningful Change in Organizational DE&I



DEInamics™

Diversity, Equity, and Inclusion are benchmarks of an organization's health, capacity to lead and commitment to internal employees and external customers.

- **MEASURE** organizational Diversity, Equity, and Inclusion and put it into quantifiable metrics with meaningful analytics
- **ENGAGE** companies with meaningful data that ignites meaningful change
- **EVOLVE** organizations by guiding them through change, eliminating guesswork, and articulating where improvements need to be made
- **REPEAT** for comparative reporting



DEInamics™ identifies barriers around DE&I and allows for implementation of DE&I programs that make an intentional and collective impact



Benefits of DEInamics™ and DE&I Programs that Work



- Create an inclusive company culture
- Increase employee engagement
- Foster collaboration in the workplace
- Help your organization become a workplace of choice
- Create short term DE&I wins
- Identify long range DE&I objectives
- Increase your talent pool allowing for recruiting of more women and minorities
- Ensure compliance with all relevant labor policies and regulations
- Include a formal mentoring program
- Incorporate social accountability and responsibility



DEInamics™ Strategic Plan

Identify Your DE&I Team

Join with Others

Communicate Your DE&I Efforts

Infrastructure

- ☐ State Your Commitment to Diversity
- ☐ Evaluate DE&I Visibility
- ☐ Make a Timeline

Climate

- ☐ Increase Knowledge and Build Skills
- ☐ Connect to Networks
- ☐ Create a Welcoming Local Environment
- ☐ Practice Inclusive Pedagogy

People

- ☐ Hire and Admit Inclusively
- ☐ Mentor and Coach Individuals
- ☐ Promote Equitable Labor Practices
- ☐ Build and Maintain Pathways

Community

- ☐ Understand Cultural Context
- ☐ Support Local Businesses
- ☐ Reach Local Talent
- ☐ Value Your Community as an Asset

Other Services and Capabilities



Strategic Consulting



Executive Coaching



Strategic Planning
(OPBP)



Speaking Engagements



Organizational Consulting



Board Development



Facilitation



Executive Recruiting

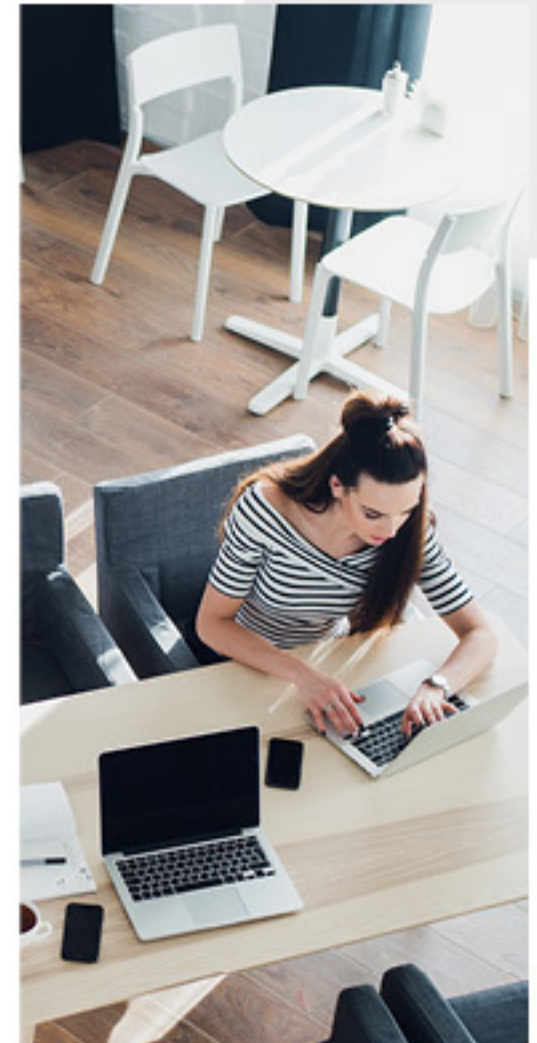
Strategic Partners



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Our Clients



Measure What Matters Results That Matter



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