



## Diversity Science

*Institute for Equity & Inclusion Sciences*

Principal Consultants, Scientists & Interventionists (Alphabetical Order)



Brooke Cunningham,  
MD, PhD



John (Jack) Dovidio,  
PhD



Rachel Hardeman,  
MPH, PhD



Julia Przedworski, MS,  
ABD



Sean M. Phelan, PhD.,  
MPH



Gina Roussos, PhD.



Michelle van Ryn,  
PhD, MPH

## OUR MISSION

To translate the strongest evidence into practical and effective approaches for achieving true equity, deep diversity, partnership, and full inclusion for the benefit of organizations, their members, and the people they serve.

## OUR ORGANIZATION

The Diversity Science Branch of the Institute for Equity & Inclusion Sciences is a partnership of scientists and professionals. We offer data-driven tools and evidence based strategies that assist organizations in analyzing and strengthening factors that [promote or inhibit full inclusion, deep diversity, and true equity](#). The massive body of scientific evidence on equity and inclusion is dense, complex, and difficult to interpret. We formed Diversity Science to translate this evidence into positive change and actions.

<b>Evidence-Based</b> — EFFECTIVE  Our work will be cutting edge, effective, and fully responsive to the strongest current evidence on what works.	<b>Strength-Focused</b> — EMPOWERING  We will empower everyone we work with by identifying, reflecting, emphasizing, and building on their strengths.	<b>Learning-Oriented</b> — SUPPORTIVE  We will foster the safe space and growth mindset needed to create true change.	<b>Client-Centered</b> — COMMITTED  We will meet client needs and accelerate their progress towards achieving diversity, inclusion, and equity goals.
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## OUR VALUES

We share a set of core values that define us and help guide the way we work within the organization, with individuals, with stakeholders, and our industry partners. Our partnerships are built on our core values of being [evidence based, strength focused, learning & growth oriented, and client centered](#).

*At the core of our values is a deep commitment to sharing knowledge and skills in order to accelerate progress towards deep diversity, full inclusion, and true equity.*

## OUR SERVICES

Our products and services target a unique niche that crosses the training, management consulting, and organizational assessment industries. Since none of those industries address interpersonal and intergroup relationships that are specific to diversity and inclusion, potential clients seeking to address such issues will not find products that meet their needs in traditional training companies or consulting firms. Diversity Science has created a distinct balance and unique approach to our equity & inclusion services with the strategy, design, and implementation processes housed under one roof.



### Climate Assessments

Inclusive Culture Positive  
Diversity Climate  
Psychological Safety  
Organizational Resilience

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### Live & Online Training

Tailored Learning  
Site Training Train  
the Trainer  
Keynotes

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### Consulting & Coaching

Leaders  
Professionals  
Educators  
Facilitators  
D&I Professionals

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## WHAT MAKES US DIFFERENT?

Creating real diversity, inclusion, and equity is a tricky challenge. Most current approaches do not work and often make things worse. We have the expertise, knowledge, and experience needed to leverage over 50 years of research on intergroup relationships, social structure, social-cognitive sciences, management, business sciences, and real-world experience. We synthesize and apply that huge body of complex knowledge to evidence-driven approaches to help individuals, groups, and organizations thrive in diversity.



## OUR SERVICES

# INCLUSION & DIVERSITY CLIMATE & CULTURE ASSESSMENT & AUDIT

Assessment Operations Team (alphabetical order)



**Deborah Finstad**



**Rebekah Pratt, PhD**



**Julia Przedworski, MS, ABD**



**Gina Roussos, Ph.D**



**Zoe VanRyn-Gregg**

Organizations share many core challenges. However, each organization has a different culture and different strategies in place that may mitigate—or exacerbate—these issues.

We design our surveys to precisely capture the diversity inclusion climate within your organization. To do this, we draw on an extensive body of research on survey design and cognitive science to uncover truths that are left unmeasured by traditional assessment approaches.



## DO YOU NEED AN INCLUSIVE CLIMATE ASSESSMENT?

The climate for inclusion affects every aspect of your organization's functioning.

- A positive diversity and inclusion climate has been shown to:
  - Improve outcomes on the individual, group, and organizational level.
  - Foster innovation, creativity, and problem solving.
  - Increase flexibility and adaptation during rapid change.
- However, a poor diversity and inclusion climate is linked to poor organizational functioning, partially due to under-performing diverse teams, due to tension, interpersonal difficulties, increased conflict, and communication barriers.
- If health care organizations are to continue to survive and thrive, they will need to increase flexibility and adapt to rapidly changing conditions including new technologies, ways of working, changes in the way health care is organized and an increasingly diverse population.

If you don't know what is causing a problem, you cannot fix it. Just as with medical care, high quality organizational diagnostic processes are the essential first step.

- Employee engagement surveys can give you a picture of some aspects of inclusion. However, they do not give you information on the underlying factors that contribute to the inclusiveness of your climate.
- Without this information you are flying blind – and possibly wasting resources on ineffective interventions and initiatives.



## IS AN INCLUSIVE CLIMATE LINKED TO YOUR STRATEGIC OBJECTIVES?

Common strategic objectives include:

- Improve organizational performance and efficiency (lower costs):
  - A positive inclusion climate is essential to ensuring that all staff and teams contribute at the highest level.
- Become an employer of choice:
  - A positive inclusion climate will improve your ability to recruit, attract, engage, develop, and retain top diverse talent.
- Meet the current and future needs of your organization and its staff.
  - A positive inclusion climate increases your ability to adapt to changing times, ways of working, and staff needs.
- Equal opportunity:
  - A positive inclusion climate reduces common barriers specific to employee subgroups to ensure their development and advancement.
- Strengthen/improve patient experience and quality of care:
  - A positive inclusion climate in health care organizations improves interpersonal and technical quality of care for diverse patients. It is also an essential prerequisite for reducing disparities in care.

# OUR CLIMATE ASSESSMENTS

## FULLY INFORMED BY THE DIVERSITY & INCLUSION SCIENCES

We apply evidence and knowledge from the diversity and inclusion sciences to inclusive assessments that are tailored to the unique needs and characteristics of the organization. In the past 3 years we have conducted assessments with over 100,000 participants from over 80 large and small organizations. We have unique and deep expertise in health care organizations



The enormous body of scientific evidence on creating equity and inclusion is dense, complex, and difficult to interpret without deep expertise. We are unique in the market in that we have that expertise.

# THE ASSESSMENT PROCESS

## Planning

You want your organizational members to participate and to have a good experience. We work with you on ways to communicate about the assessment with your organizational members.

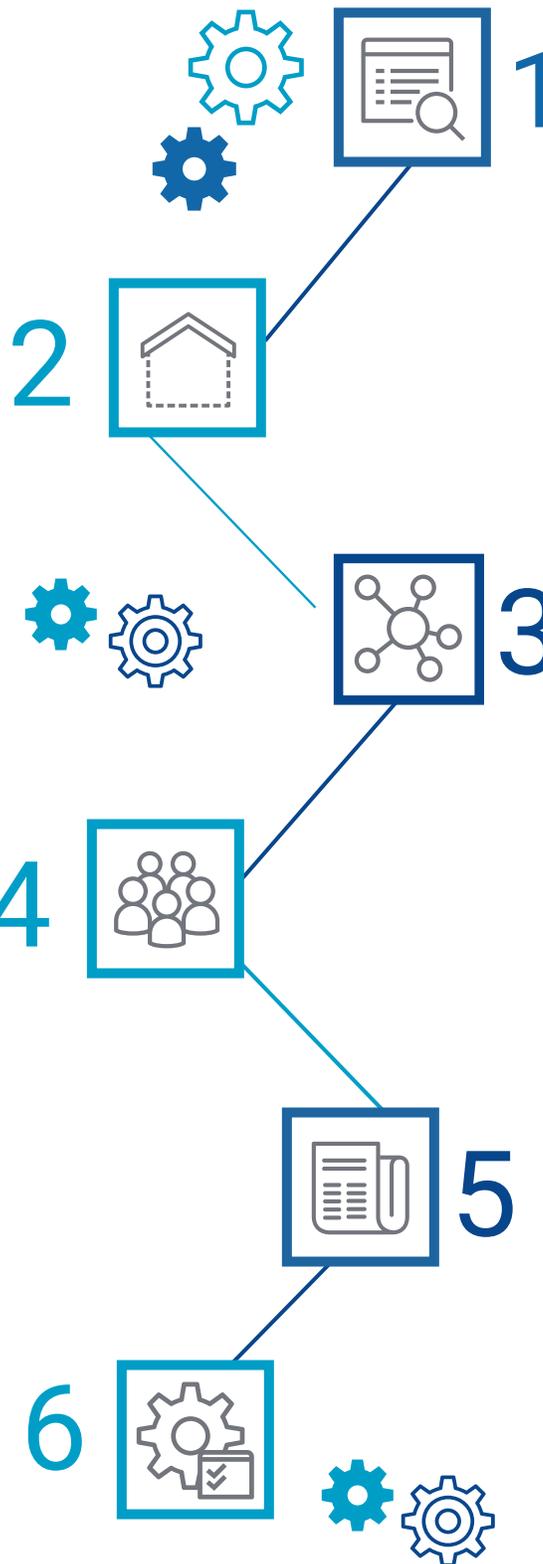
We build trust, buy-in, and acceptance with participants through information, explanation, and survey questions that they can relate to and find relevant.

## Data Collection

Data collection is conducted using best practices. We protect participant confidentiality, promote participation, and maximize data quality.

## Services & Solutions

We will partner with you as much or as little as you need to provide services that move you toward your goal of full inclusion, deep diversity, and true equity. We offer data-driven training and consulting solutions



## Discovery

You have expertise on your specific organization. We have expertise the way organizational cultures support a climate of true inclusion. We learn what is most important to you and tailor the assessment to create the most meaningful and useful findings.

## Development

We go beyond being survey research experts - we are experts at getting at the underlying and difficult-to-capture factors that are most important. We use validated measures to develop a questionnaire that is customized to your aims and priorities.

## Analysis & Recommendations

We interpret your data and provide meaningful results along with actionable recommendations. Years of research has shown us the need to interpret findings in relationship to each other.



## OUR SERVICES

### EVIDENCE-BASED LEARNING EXPERIENCES



We develop and deliver both live and asynchronous online evidence-driven multimedia Learning Experiences (LEs) that are tailored to the unique needs of our clients.

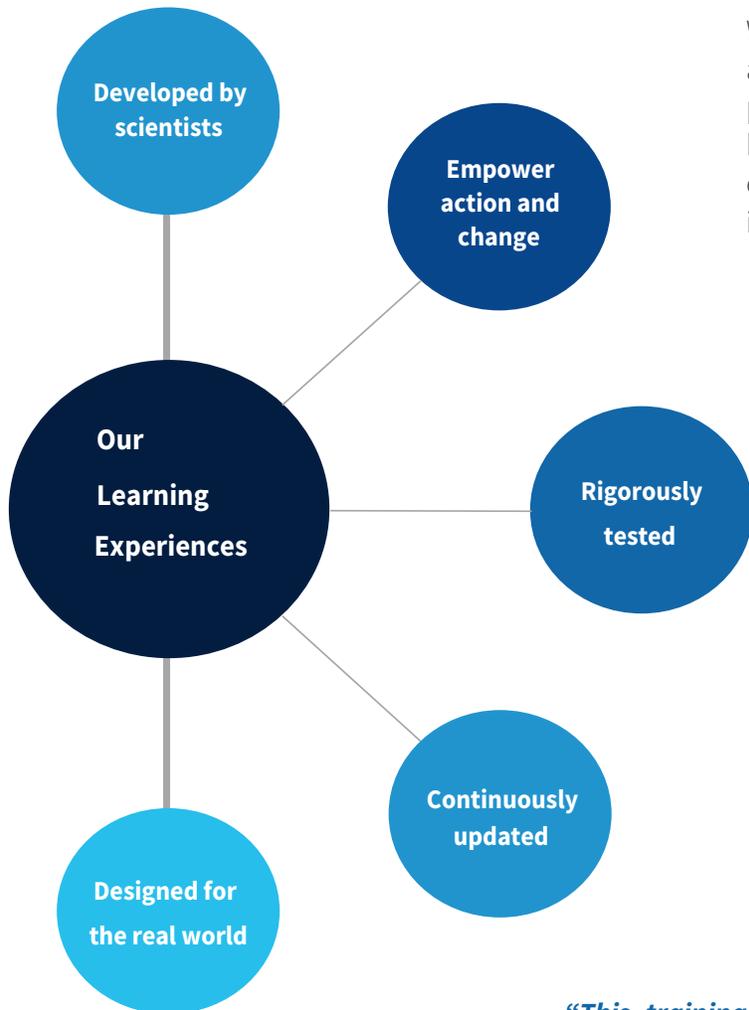
Our LEs reflect the most current science on organizational inclusion, equity, and diversity (including unconscious bias and stereotype threat).

We also offer train-the-trainer workshops and facilitator guides.



# ABOUT OUR LEARNING EXPERIENCES

We develop and deliver both live and asynchronous online multimedia Learning Experiences (LEs) that are tailored to the unique needs of our clients. Our LEs reflect the most current science on organizational inclusion, equity, and diversity (including unconscious bias and stereotype threat).



We use adult learning theory and instructional design principles to maximize learning, skill building, empower learners, and inspire change.

For learning to be useful, it has to be directly relevant to the lived experience and daily life of learners. We combine an evidence based approach, meaningful & relevant individual and organization-specific case-based application, and skill building activities

## WHAT THEY SAY ABOUT US...

*“This training is very important for our staff and should be reinforced. It ‘connected the dots!’”*

*“What resonated with me the most and energized me was how interested my colleagues were in the topic.”*

*“This was the first training that I’ve participated in that did not seem to have the purpose of making participants feel guilty or bad.”*



## OUR SERVICES

# DATA-DRIVEN & EVIDENCE-BASED CONSULTING

Principal Organizational D & I Consultants (Alphabetical Order)



**Brooke  
Cunningham, MD,  
PhD**



**John (Jack) Dovidio,  
PhD.**



**Rachel Hardeman,  
PhD, MPH**



**Sean M Phelan,  
PhD, MPH**



**Michelle van Ryn,  
PhD, LMFT, MPH**

We support our partner organizations in using evidence-based approaches to strengthening the core factors that create a positive climate for inclusion and diversity.

## LEADERS

There is a significant body of evidence on the way leader characteristics and actions affect organizational IDE. We apply that evidence to increase leader capacity through:

- Tailored interactive learning experiences with follow-up and refreshers.
- Ongoing “right time” consulting, advising and joint problem solving.
- Supportive coaching and feedback.

## MESSAGING AND COMMUNICATION

Organizational readiness requires consistent effective messages from top leaders and influential stakeholders.

Wording matters. The way messages are framed and the context in which they are delivered can make the difference between positive and negative impact. We assist with:

- Crafting messages (based on the evidence regarding language and framing).
- Responses to inquiries, challenges, complaints, and concerns.
- Talking points” for leaders, supervisors, managers, other relevant stakeholders.

## MANAGERS AND FRONT-LINE SUPERVISORS

Managers, supervisors and team-leaders form the glue between leaders and their direct reports. They operationalize policies and procedures and are directly responsible for the inclusion climate of their work groups. We provide:

- Analysis of the connect/disconnect between leaders’ vision and supervisors’ actions.
- Recommendations to improve alignment.
- Supportive coaching as desired/needed.

## FORMAL AND INFORMAL POLICIES AND PROCEDURES

There is considerable evidence that common formal and informal policies and procedures can have unintended effects on IDE – often in ways that may be invisible to organizational members. We partner with the appropriate internal stakeholders to conduct a Policy and Procedure Audit. We provide:

- Expertise and insight on the ways policies and procedures can advance or undermine IDE goals.
- Assistance with identifying and implementing strategies to address:
  - Bias “leakage” points.
  - Stereotype threat triggers.
  - Subtle differences in the way policies affect different groups.

## ONGOING MONITORING, FEEDBACK AND ACCOUNTABILITY

Ongoing systems for assessment, accountability and feedback are essential to achieving and maintaining your IDE goals. We provide guidance and assistance with setting up ongoing monitoring, feedback and accountability systems.

## JOIN US

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In accelerating progress towards true equity, deep diversity, and full inclusion - for your organizations, your members, and the people you serve.

### Address

205 SE Spokane St.  
Suite 300 Portland, OR 97202



**Telephone:** (612) 524-5841

**Fax:** (651) 760-4291



### E-mail

hello@diversityscience.org

