

WHY YOU SHOULD INVEST IN A FULLY INCLUSIVE CLIMATE

BENEFITS OF A POSITIVE INCLUSION CLIMATE



Foster innovation, creativity and problem solving



Increase employee commitment and engagement



Increase flexibility and adaptation during rapid change



Empower staff and teams to fully contribute

COSTS OF A NEGATIVE INCLUSION CLIMATE

- Under-performing teams
- Communication barriers
- Difficulty adapting
- Loss of talent
- Employee turnover



42%

of business leaders strongly agree that DEI challenges are a barrier to organizational growth

DEFINITION

In a fully inclusive climate all employees can reach their full potential in pursuit of organizational objectives. The organization accesses the benefit of the full contribution of all employees.

KEY INDICATORS OF INCLUSION



EMPLOYEES CAN REACH THEIR FULL POTENTIAL WHEN



They feel safe, trusted, respected, and supported



They are able to bring their diverse identities to work



They see others who are similar to them are also valued and engaged



They do not have to hide important aspects of who they are



Strengthen your organization today!

Give yourself the information and tools to create a truly inclusive culture.

Learn more at: www.diversityscience.org

START YOUR INCLUSIVE CLIMATE ASSESSMENT TODAY



HOW DOES AN INCLUSIVE CLIMATE LINK TO STRATEGIC OBJECTIVES

Improve organizational performance and efficiency (lower costs):

- ✓ A positive inclusion climate is a necessary condition for your staff and teams to 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 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/client/customer experience and quality of care:

- ✓ A positive inclusion climate improves interpersonal and technical processes in addressing the needs of the people you serve. A negative inclusion climate undermines every aspect of client/customer-facing processes.

Inclusive Climates > Employee Engagement

Our employee engagement survey results are good. Doesn't that show that we already have an inclusive diversity climate?

- First, congratulations! That's a huge achievement. However, employee engagement surveys cover a lot of ground and do not assess the inclusiveness of your climate. Our **Inclusive Climate Assessments** often find both areas of strength and actionable areas for improvement that were not uncovered by the engagement survey.
- Employee engagement surveys do not give information on the aspects of your **organizational culture** (informal norms and procedures) that provide the foundation for the climate for inclusion.
- Conduct an Inclusive Climate Assessment - if it turns out you have a highly positive inclusion climate, that information can be used to **attract top talent** as well as be a **selling point with patients/clients/customers**.



INCLUSIVE CLIMATE ASSESSMENT OVERVIEW

We believe that the organizations we partner with are heroic. They are willing to take a truthful – and sometimes difficult – look at their organization and take action to change and grow. They are willing to ask themselves: *are we truly a diverse, equitable and inclusive organization? If not, what do we need to do to become one?* Our assessments are designed to answer these questions.

Understanding where you are

We have spent years developing strategies to measure the invisible aspects of organizations that affect full inclusion, deep diversity and true equity. We draw on an extensive body of research on organizational and social psychology, survey design, inter-group relations, conflict and collaboration, and cognitive science. As a result, our assessments uncover a greater depth and breadth of findings than traditional employee engagement surveys. Information gathered through our assessments yields meaningful feedback and comprehensive data insights that are translated into a roadmap so you can take action.

Understanding where you need to go – and how to get there

We understand that change requires more than just data insights. Organizations need actionable recommendations that will guide them on their journey to full inclusion. Our work is designed to give you the tools and skills necessary to create real and lasting change. We help you identify the core factors that are impacting your ability to advance your mission, inspire your colleagues, and grow your organization. Using what we learn about your organization, we develop a comprehensive roadmap to guide you in your journey with specific, actionable, evidence-based steps.

KEY FEATURES



Customized Approach

Assessments are tailored to your organization's unique characteristics utilizing a user-friendly and secure interface for employee access.



Organizational Insight

Expert analysis of your current organizational climate, strengths, and barriers toward change supported by quantitative and qualitative data.



Strategic Roadmap

Gain insights and data that will assist your organization in developing a strategic roadmap to achieve true inclusion and focus on your most critical action areas.

Contact us to begin your inclusive climate assessment today!
equalcare@diversityscience.org



ABOUT DIVERSITY SCIENCE

Diversity Science is a partnership of scientists and professionals with deep expertise and an unwavering commitment to our mission and values.

OUR MISSION

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

OUR VALUES

- Evidence-based
- Strengths-focused
- Growth-oriented
- Partner-centered

These values shape who we are and how we work.

What makes us different?

Diversity Science is a public-benefit company that champions an evidence-based approach to inclusion. We translate the latest research into practical and effective tools to create diverse and inclusive organizations.

Our team is made up of experts and practitioners who bring perspectives from behavioral health, organizational management, and diversity, equity, and inclusion practice. Our work reflects the expertise of our team and deep collaboration with those who are leading change today.

Our clients include

