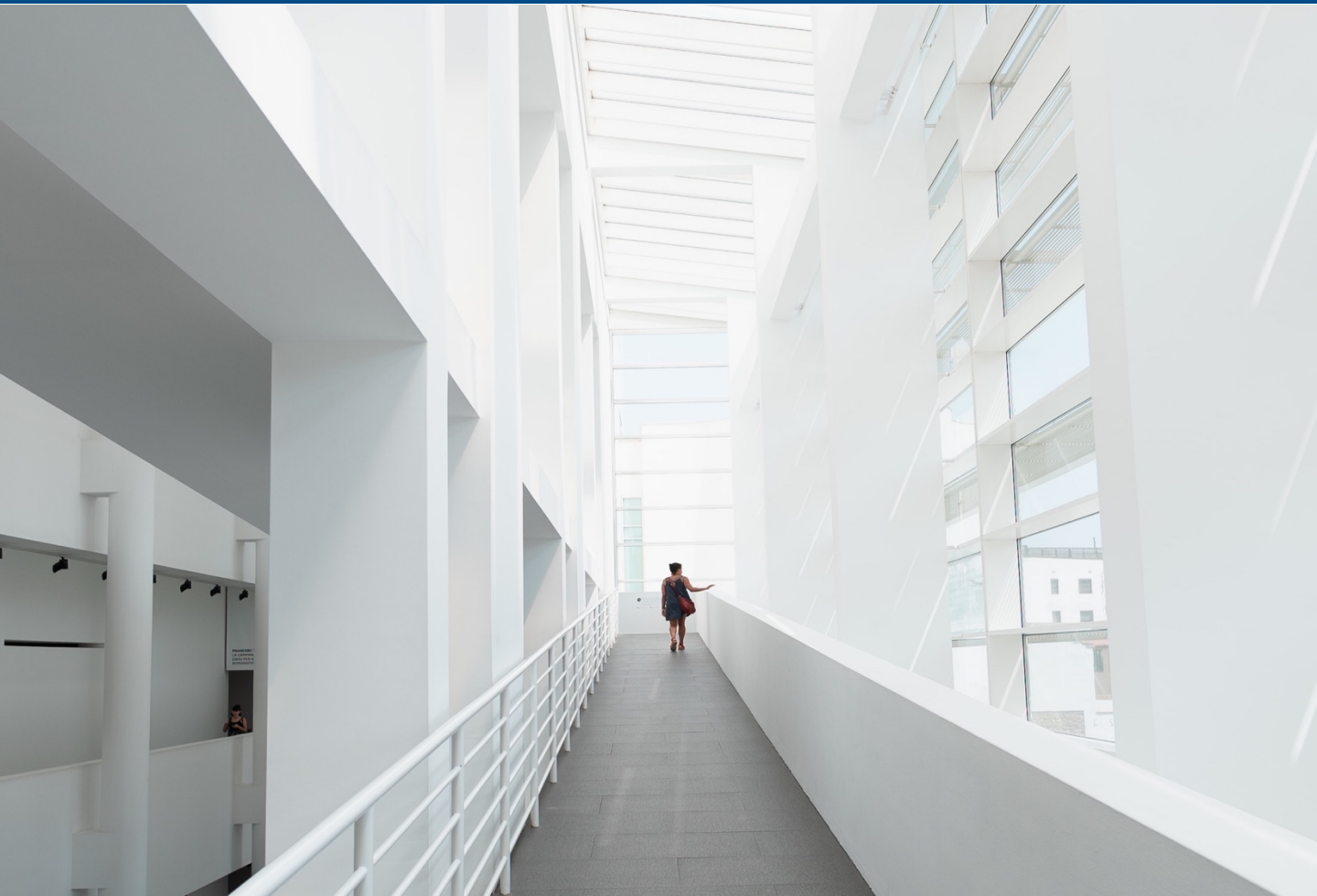


August 2020



Inclusive Climate Assessment

Informational Brochure





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 of social psychologists and data scientists draw on 50+ years of academic and industry experience to address your equity and inclusion goals. We use behavioral and cognitive science, organizational and system change, and diversity, equity, and inclusion practice to help you understand your organization's equity and inclusion climate.

Our clients include:





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 with qualitative and quantitative data. Using what we learn about your organization, we develop a comprehensive roadmap to guide you in your journey with specific, actionable, evidence-based steps.

Understanding where you are

We have spent years developing strategies to measure the invisible aspects of organizations that affect inclusion, diversity and 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 then translated into a roadmap for 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 industry and unique characteristics. Surveys are accessed on a user-friendly and secure interface.



Organizational Insight

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



Strategic Roadmap

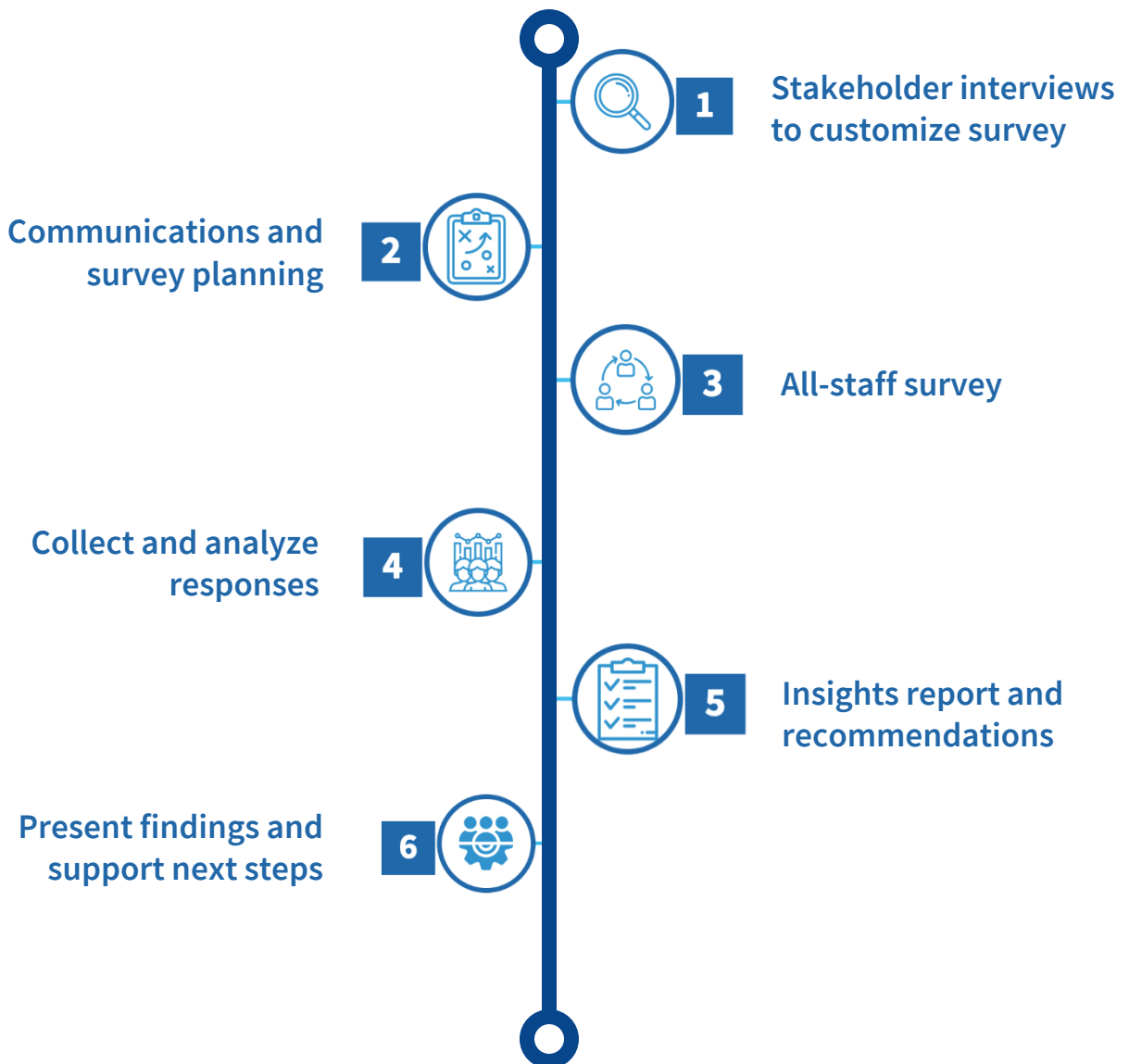
Gain insights and data to inform strategic decision making and guide your next steps and understand your most critical action areas.



ASSESSMENT PROCESS

Our assessment process has been used by dozens of organizations and with nearly a quarter million employees. This process ensures that the climate assessment is customized to your unique organizational context and yields translational data insights. Our team uses these insights to develop an actionable and detailed roadmap to sustainable organizational change.

Each of the six steps outlined below takes approximately a month, depending on specific organizational contexts/needs.



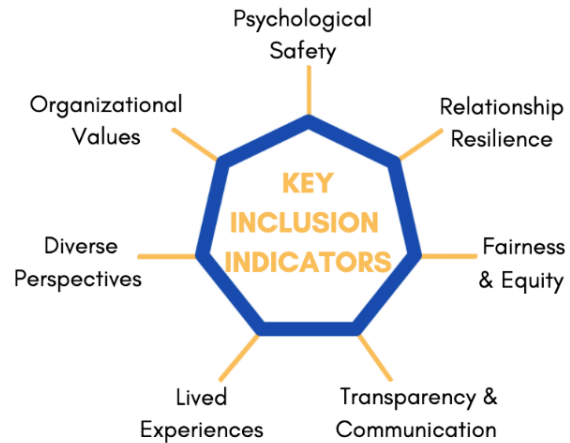


YOUR DATA INSIGHTS AND ROADMAP TO INCLUSION

Deliverable 1 | Your Organizational Data Insights

After years of research and experience, we have identified 7 Key Indicators of Inclusion. We designed our assessments to capture each of these crucial aspects of an inclusive organizational climate. Following your assessment, you will get a Data Insight Report with both visual and narrative summaries of each indicator. Importantly, we break down the results to better understand the experiences of different employee groups within your organization.

KEY INDICATORS OF INCLUSION



Deliverable 2 | Your Roadmap to Inclusion

Our team of DEI experts will use the data insights gained from the assessment to develop customized, actionable steps to achieve sustainable change at your organization. Our experts draw on decades of experience and research on intergroup dynamics, cognitive science, social psychology, and institutional change.

The resulting Roadmap to Inclusion is comprehensive and focused on actionable recommendations. The roadmap discusses the importance and implications of each recommendation and provides you with a series of action steps to achieving each of them. For example, the box below lists the high-level recommended actions our experts made to one of our past client partners.



ACHIEVING INCLUSION AT YOUR ORGANIZATION: OVERVIEW

- ▶ Adopt and Promote a Learning & Growth Culture
- ▶ Create & Communicate a Positive Multicultural Diversity & Inclusion Philosophy
- ▶ Review Formal and Informal Policies & Procedures for Bias Leakage
- ▶ Ensure Fair and Equal Rewards, Sanctions & Opportunities
- ▶ Commit to & Invest in Transparency
- ▶ Welcome Free & Open Expression of Diverse Ideas & Perspectives



INCLUSIVE CLIMATE ASSESSMENT DETAILS

Supporting Organizational Change

Our goal is to support you in the complex process of creating change within your organization. While the assessment and roadmap are valuable tools for change, we understand that additional support is often required to take action. Diversity Science can provide additional advisory services on a fee basis of \$250/hour. These services can include supplemental leadership or DEI team engagement, advising related to taking action on the roadmap, and/or capacity building for staff.

Timeline

Assessments usually take 6 months from start to finish. We can accommodate specific timelines on an as needed basis.



WHAT PARTICIPANTS SAY ABOUT OUR ASSESSMENTS

“...it's not just that you provided us with the data we need to move forward – its that you explained things in meaningful way and helped us take action.”

- Sally S., DEI Officer

“The results galvanized us and showed us things we cannot ignore. Three years later and we are still using your climate assessment and roadmap to drive change.”

- Dennis L., COO



Contact us today!

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