



# Inclusive Climate Assessment

## Frequently Asked Questions (FAQs)

*for Healthcare Organizations*

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**You need the right information to make the right decisions.**

### Why Your Climate Assessments?

We measure the aspects of your organizational climate that truly connect with crucial outcomes. As published experts, we know and focus on what really matters.

We know healthcare from the inside out. We use our specialized expertise and evidence-based approach to provide pragmatic, effective, and efficient recommendations for your real world.

### We are a good fit if you value evidence-based approaches and want to:

- ✓ receive expert insight into your current climate, strengths, opportunities for improvement, and barriers to change, supported by quantitative and qualitative data
- ✓ find out how you compare to others - we **benchmark** your organizational climate assessment results against dozens of peer healthcare organizations
- ✓ allocate resources efficiently through our actionable strategic recommendations that focus on your organization's most critical action areas

## Why Diversity Science?

Our Organizational Inclusive Climate Assessments are the gold standard for organizations looking to improve diversity, equity, and inclusion. Throughout the project, you will be supported by a dedicated assessment team led by an experienced PhD-level scientist with deep equity and inclusion knowledge who truly understands organizational change.

## What Do You Measure?

### Domains of Inclusion:

After decades of research, our scientists have identified seven key domains of inclusion - the characteristics of a vibrant, inclusive, and equitable organizational climate **that affect important outcomes**. Our assessment tools use validated and actionable metrics, each customized to your organization's structure and characteristics.

### Working in Different Worlds: Insights into Diversity

We analyze the data to detect any meaningful differences in the experiences of employees along key diversity dimensions, including age, disability, gender identity, race and ethnicity, religion, body size, sexual orientation, and many more. We only present findings for participant subgroups that meet the confidentiality threshold of a minimum of 10 participants.

## How Will We Benefit?

The results of the Inclusive Climate Assessment will provide you with clear and actionable, evidence-based, and data-driven recommendations to guide you in creating positive and sustainable change.

### You will gain:

- ✓ A clear picture of your current strengths and opportunities for growth
- ✓ Clarity on the most effective and efficient use of your resources
- ✓ Compelling information that will increase stakeholders' openness to and endorsement of positive change
- ✓ A baseline for tracking progress over time
- ✓ Confident and informed decision-making

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Thank you for the opportunity to complete this survey. It demonstrates to me how important equity, diversity and inclusion is to our leadership. - Past participant



## What Does the Process Involve?

### Organizational Learning.

We gain insights into your unique organizational context, terms, and structure. We use that information to adapt the questionnaire for maximum relevance. While this phase may be shorter for some organizations than others, it will always be present.

### Preparation & Communications.

We use the information we gain from Organizational Learning to adapt the questionnaire to your organization's nomenclature and structure. All survey questions are validated, and we provide you with best practices and suggestions for internal communications that increase employee response rates.

### Inclusive Climate Survey.

Participants will be invited to complete an entirely confidential online questionnaire consisting of validated and tested measures that assess the organizational factors that matter. Most participants will take about 15 minutes to complete the questionnaire, which includes close-ended questions (multiple choice) as well as open-ended questions (write-in).

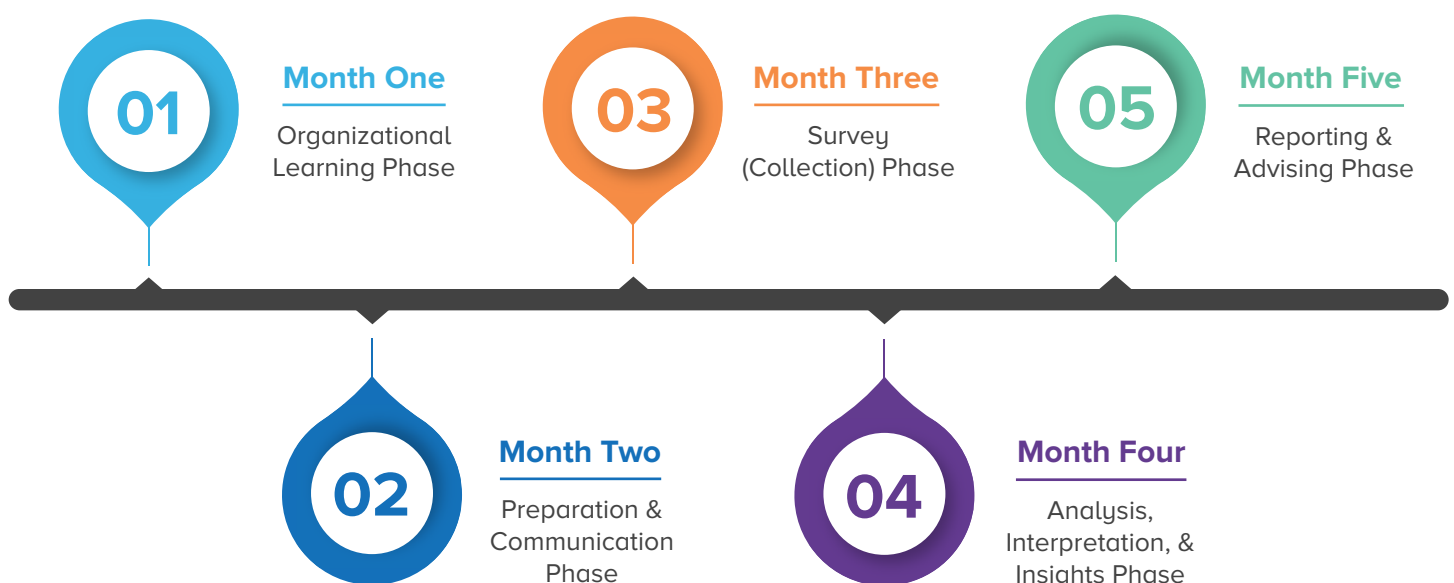
### Analysis, Interpretation, & Insights.

Our expert and experienced scientists have developed a way of extracting meaning and insights from the data that goes above and beyond simply looking at the responses to each of the survey questions.

### Reporting & Strategic Advising.

You will receive usable information and insight into your strengths and areas for improvement. Through the report, presentation, strategic advice, and discussions, you will gain clarity on the most effective next steps in an overall comprehensive plan. Data-driven and evidence-based strategies and expert advice will boost your trajectory and help create sustained momentum toward achieving your goals.

## How Long Does it Take? What is the Typical Timeline?



*For some organizations, this timeline may be compressed by approximately one month. The Organizational Learning Phase doesn't take quite as long for smaller organizations.*



These deliverables combine to provide you with a clear picture of your current strengths, opportunities for improvement, and the most impactful next steps for a clear path forward.

## What's Our Investment?

**Great Question!** There are a few different factors which will affect pricing, so we will prepare a customized quote for your organization.

**Factors that affect your organization's investment include:**

- ✓ **The number of participants.**
- ✓ **The number of survey versions. Common examples include:**
  - » Participant groups that differ from each other enough to need different versions of the survey
  - » Surveys in more than one language
- ✓ **The number of subgroup analyses. Common examples include:**
  - » Comparisons between different locations within the organization
  - » Separate examination of each department within a location
  - » Subgroups of employees by job role
- ✓ **Optional add-ons. Common examples include:**
  - » Additional presentations
  - » Additional principal consultation, strategic advising, and inclusive leadership coaching (if over the included 4 hours)
  - » Bundled services (for example, evidence-based eLearning + facilitated training / workshops)

