DIVERSITY **SCIENCE**
An Evidence-Based Approach to Inclusion

Thriving in a Diverse World
DEI Solutions for Organizations

- Climate Assessment & Roadmap
- eLearning Courses
- All-Staff Training
- Leadership & Board Training
- Train the Trainer Certificate

CLIMATE ASSESSMENT & ROADMAP:

LEVERAGING DATA TO ADVANCE EQUITY AND INCLUSION

We believe that the organizations we partner with are **BOLD.** They are willing to ask: *Are we a fully inclusive and equitable organization for all our employees and patients? If not, how do we become one?*

Understanding your current strengths and areas for growth

Understanding where you are is a necessary first step to advancing equity and inclusion for your diverse employees and patients. For over ten years, we have partnered with dozens of organizations to provide them with the real-world evidence they need to make data-driven decisions, proactively identify challenges, and leverage their strengths.

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

Advancing organizational inclusion and equity requires more than just data insights – you need a clear and actionable roadmap to guide you in creating positive and sustainable change. Our equity and inclusion scientists carefully analyze assessment results to develop a set of actions and best practices specifically designed to give you a clear path to growing diversity, equity, and inclusion within your organization.

Your dedicated Data Insights team

Every client is supported by a highly experienced Data Insights team, guided by a PhD-level scientist with deep equity and inclusion expertise. Throughout this process, you will be supported by a dedicated client solutions specialist who will partner with you at each step to guarantee project success.

> **"Thank you for helping us see the ways that we can draw on our strengths and move forward strategically for long term change."**
>
> - Alex G., VP of HR at a national research institution

CLIMATE ASSESSMENT & ROADMAP:
RIGOROUS RESEARCH FOR THE REAL-WORLD

## Domains of Inclusion: Insights into employee experiences

After decades of research, our scientists have identified *seven key domains of inclusion* – the characteristics of a vibrant, inclusive, and equitable organizational climate. Your dedicated Data Insights team will design assessment tools – customized to your diversity, equity, and inclusion goals – using validated and actionable metrics.

Working in Different Worlds: Insights into diversity

To understand the different worlds employees work in, 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.

Our Inclusive Climate Assessment process

Our team has honed an assessment process that efficiently and reliably generates actionable insights into your organization's inclusion and equity climate. Each phase takes about one month.

Discovery Phase · Design Phase · Collection Phase · Analysis Phase · Sharing Phase
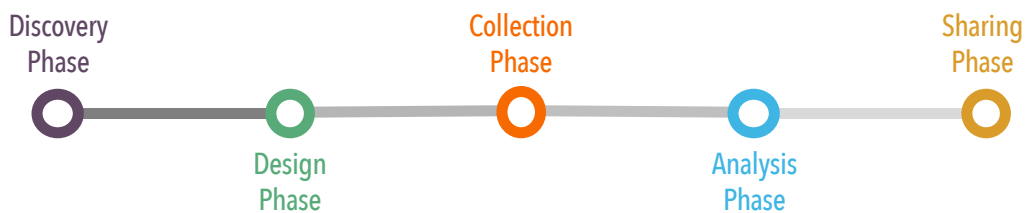
"Thank you for the opportunity to complete this survey. It demonstrates to me how important equity, diversity and inclusion is to our leadership."

- Inclusive Climate Assessment participant from a healthcare system in Georgia
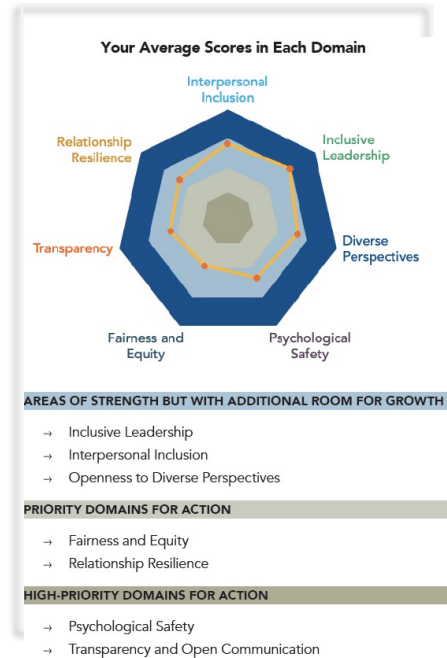
CLIMATE ASSESSMENT & ROADMAP:

DELIVERABLES

Deliverable 1 | Your Data Insights Report

The comprehensive Data Insight Report is designed to provide you with all the information you need to understand the diversity, equity, and inclusion climate at your organization, including:

- Key data insights and results

- Metric visualizations

- Employees in their own words

- Systematic differences in experiences

- Comparisons to industry benchmarks

- Implications for your organization

In addition to the report, our team will present and walk through the assessment findings with your stakeholders.

Your Average Scores in Each Domain

Interpersonal Inclusion · Inclusive Leadership · Diverse Perspectives · Psychological Safety · Fairness and Equity · Transparency · Relationship Resilience

AREAS OF STRENGTH BUT WITH ADDITIONAL ROOM FOR GROWTH
→ Inclusive Leadership
→ Interpersonal Inclusion
→ Openness to Diverse Perspectives

PRIORITY DOMAINS FOR ACTION
→ Fairness and Equity
→ Relationship Resilience

HIGH-PRIORITY DOMAINS FOR ACTION
→ Psychological Safety
→ Transparency and Open Communication

Deliverable 2 | Your Roadmap to Inclusion

Our inclusion experts translate your data insights into a customized strategy to advance diversity, equity, and inclusion at your organization. This roadmap consists of recommendations that are informed by your assessment results, along with evidence-based actions designed to leverage your current strengths to jump-start growth toward greater inclusion and equity and build a foundation for continuous and sustainable change.

> "...it's not just that you provided us with the data we need to move forward – it's that you explained things in a meaningful way and helped us take action."
>
> - Sally S. VP, National Equity, Inclusion and Diversity

CAPACITY BUILDING eLEARNING

Online trainings are a fundamental part of a successful DEI program. Our courses are an **accredited, scalable** and **universally accessible** tool for you and your staff to engage with core DEI topics.

Each course includes:

- ✓ Case studies and examples taken from real life experiences
- ✓ Interactivity
- ✓ Effective and feasible strategies and interventions to integrate into daily work/life
- ✓ Certificate of completion
- ✓ CME/CEU credit available

Protecting Yourself and Others from Bias: For all learners.   20 minutes

LEARN
- Why we all have implicit biases
- How bias impacts performance
- What you can do to prevent biases from impacting you, your coworkers and the people you serve

Overcoming Stereotype Threat: For all learners.   20 minutes

LEARN
- Why identity safety is necessary for positive workplace experiences
- How stereotype threat undermines employee experience and trust
- What you can do to prevent stereotype threat from impacting you, your coworkers and the people you serve

Individual and Group Access Options

Flexible solutions to meet your organization's needs.

➢ Download SCORM or xAPI files to access courses on your organization's learning management system

➢ Complete courses on the diversityscienceacademy.org learning platform

Diversity Science works with Amedco, an accreditation partner, to provide continuing education credit for our eLearning courses.

ALL STAFF TRAINING

Program Overview

All-staff training provides your organization with an actionable and in-depth understanding of core health equity topics and unconscious bias. Our all-staff trainings focus on building foundational DEI knowledge and personal connection across organizations through facilitated workshops, directed self-study and group discussion.

Program Details

➢ 3 hours of audience-specific workshops--- customized to meet your organization's scheduling needs

➢ Each 60-90 minute session includes capacity building lessons, large group activities and facilitated discussion

➢ Participants will have access to directed self-study, job aides and a set of resources that provide further information about the topics and strategies discussed

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Popular Training Topics

Understanding and Interrupting Implicit Biases

Characteristics of Inclusive Organizations

Right Person, Right Job: preventing bias in recruitment and hiring processes

Preventing Bias Leakage: ensuring fair practices in hiring, performance management and promotion

Leadership Skills for a Diverse World

What Leaders Need to Know about Talking about Racism

LGBT Inclusion in the Workplace

Understanding and Preventing the Negative Impact of Weight Bias

Supervisor Skills for Creating and Maintaining Inclusive Teams

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LEADERSHIP AND BOARD TRAINING

Program Overview

Leadership and board specific training workshops provide best practices for leadership in a diverse world. Our training sessions deepen engagement and develop skills to champion diversity, equity and inclusion as leaders.

Services Offered

➤ One session providing foundational knowledge and skills for leadership.
  3 hours of training

➤ Three sessions providing foundational knowledge and skills for leadership through application specific to your organization's challenges and needs.
  9 hours of training

➤ Coaching and consulting services available

Take ownership of your DEI strategy with expert training.

"I am so glad to have been working with Diversity Science leading up to this specific time in American history- I have drawn on our discussions and the information you've given us repeatedly."

– K.H, Chair of Diversity and Inclusion committee, large US-based member organization

TRAIN THE TRAINER CERTIFICATE

Program Overview

DEI professionals need support, tools and space to expand their skills and achieve their goals. We developed our Train the Trainer program to empower DEI professionals to enact positive change and bring evidence-based interventions to their organizations. Through this comprehensive course, participants will develop expertise on DEI topics related to implicit and explicit bias, stereotype threat and inclusive organizational theory, as well as learn the facilitation skills and tactics necessary to effectively implement interventions and create inclusive organizations.

Program Details

➢ Training cohorts meet six times for 90-minute live, online sessions. Sessions are arranged at a time and cadence to meet participants' needs

➢ 20+ hours of live instruction, online learning and self-directed study between classes

➢ Learning tools include readings, lectures, case application, role-playing and reflection exercises

➢ Participants will have access to an online portal with resources, assignments and conversation groups to foster learning and engagement

We know that individuals benefit most from training when the concepts, skills, and examples are clearly relevant to their organizational characteristics, strengths, challenges and goals.

Guiding principles for our change agent training program:

- Training is based on current scientific evidence and delivered by PhD level experts

- Pre-assessment informs program tailoring and is used a teaching tool, allowing participants to learn how to conduct and use their own pre-assessments

- Our evidence-based course development process is designed to continually adapt to the needs of each cohort