

DIVERSITY & INCLUSION CULTURAL ASSESSMENT

BUSINESS OPPORTUNITY

In order for organizations to develop an effective Diversity & Inclusion (D&I) strategy that will help them achieve their Vision of Success, a D&I assessment is needed to understand the perceptions of all stakeholders around the current state of D&I in the organization. The assessment will enable the organization to address the real issues, rather than symptoms of the problem, and achieve desired business outcomes.

DESCRIPTION

The Diversity Cultural Assessment focuses on identifying strengths and opportunities in the areas of an inclusive work environment, leadership commitment, fair people practices, business impact and the valuing of differences in day-to-day work. It also focuses on gathering participants' recommendations for improving diversity and inclusion throughout the organization.

UNIQUE ATTRIBUTES

- Data gathering methods can be tailored to organization's specific needs
- Data and information is reported by demographic group in order to understand unique perceptions of different stakeholders
- Interviews and focus groups are conducted by experienced Kaleidoscope facilitators of the same race, gender, language and age, whenever possible, to create comfort and candor amongst the participants
- Approach honors the confidentiality and anonymity of each individual

PREREQUISITES

- Vision of Success

CONTACT INFORMATION

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DELIVERY METHOD

- Web-based culture assessment tool
- One-on-one interviews
- Focus groups
- Questionnaires
- Organizational documentation review

TARGET AUDIENCE

- Senior leaders
- Managers
- Employees at all levels
- HR professionals

OUTCOMES

- Understand the current environment's D&I strengths and opportunities for improvement
- Create a baseline for monitoring D&I progress and measuring success
- Identify differences in employee perceptions of D&I which can exist between demographic groups (e.g. age, race, gender, job classification, tenure, etc.) or within combinations of these demographics
- Critically analyze human resources practices to ensure that D&I is appropriately integrated and the processes reinforce desired behaviors
- Establish management commitment
- Employee ownership and involvement in the change process
- True understanding of the "real issues"
- Strong foundation for culture change



THE KALEIDOSCOPE GROUP
Real People • Real Conversations • Real Issues • Real Change