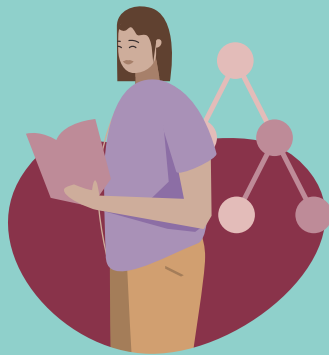


Diversity, Equity & Inclusion Diagnostics and Analytics

Insights Needed



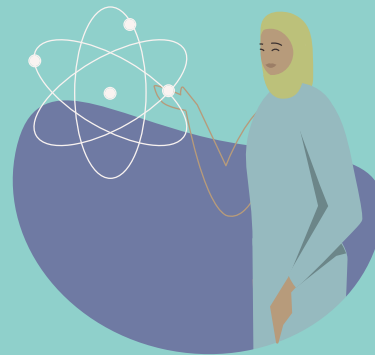
Representation We don't know **who we are** in terms of demographic dimensions and what groups are underrepresented.



Inclusion Gaps We need to learn which specific demographic groups are **experiencing lower inclusion** in our organization and how that is affecting business performance.



Employee Mindsets We need to constructively **engage** individuals and **measure** the prevalence of various perspectives so we know how to manage cultural change.



Equity Analysis We are trying to identify if certain demographic segments are not **progressing at equitable rates** and what is driving representation gaps at higher levels.



DEI Maturity Level We want to understand how we are doing in terms of DEI processes, policies, structures and systems and where to invest our resources to make progress.

Pulsely Approach

Demographic Diversity Analysis: a thorough and confidential survey sent to all employees for self-reporting on key demographic dimensions while meeting data privacy requirements.

Workplace Inclusion Diagnostic: measures experiences and perceptions of employees across eight inclusion pillars and the impact on three performance indicators.

Inclusion Competencies Assessment: a highly engaging assessment that evaluates employees on seven inclusion competencies and reveals their perspective on inclusion.

Leadership Pipeline Analysis: a way to monitor the flow of talent in your pipeline and identify patterns of hiring, promotions and attrition that impact your ability to increase diversity in leadership.

Organizational Self-Assessment: a comprehensive evaluation of relevant DEI policies and practices across the full spectrum from compliance to leading edge practices.

Outcomes

A detailed snapshot of the organization across different demographics with intersectional analysis and a point of view about key representation gaps

A comprehensive report describing overall inclusion strengths and challenges and the internal business case for inclusion; reveals the equity of experiences and the key at risk groups; and prioritized recommendations.

Individual reports for each employee describing their inclusion mindsets, strengths and areas for improvement. In addition, an organizational report showing the prevalence of different mindsets across the organization and what competencies need to be developed.

HR data analysis to reveal the gaps in how your demographic groups move through the path to leadership and the key focus areas to improve equitable progress. Insights for establishing baseline metrics, setting goals, developing interventions, and tracking progress.

A score for each specific DEI area and a list of the next steps to prioritize. The checklist covers your Workforce (talent management programs) the Workplace (DEI essentials, organizational policies and practices), and the external World (ESG and brand/reputation).

Resources

[Detailed description](#)
[Sample report](#)

[Video](#)
[Detailed description](#)
[Sample report](#)
[Step-by-step approach](#)

[Video](#)
[Detailed description](#)
[Sample individual report](#)
[Sample organizational report](#)
[Step-by-step approach](#)

[Detailed description](#)
[Sample report](#)

[Detailed description](#)
[Sample report](#)