

DEI MATURITY AUDIT

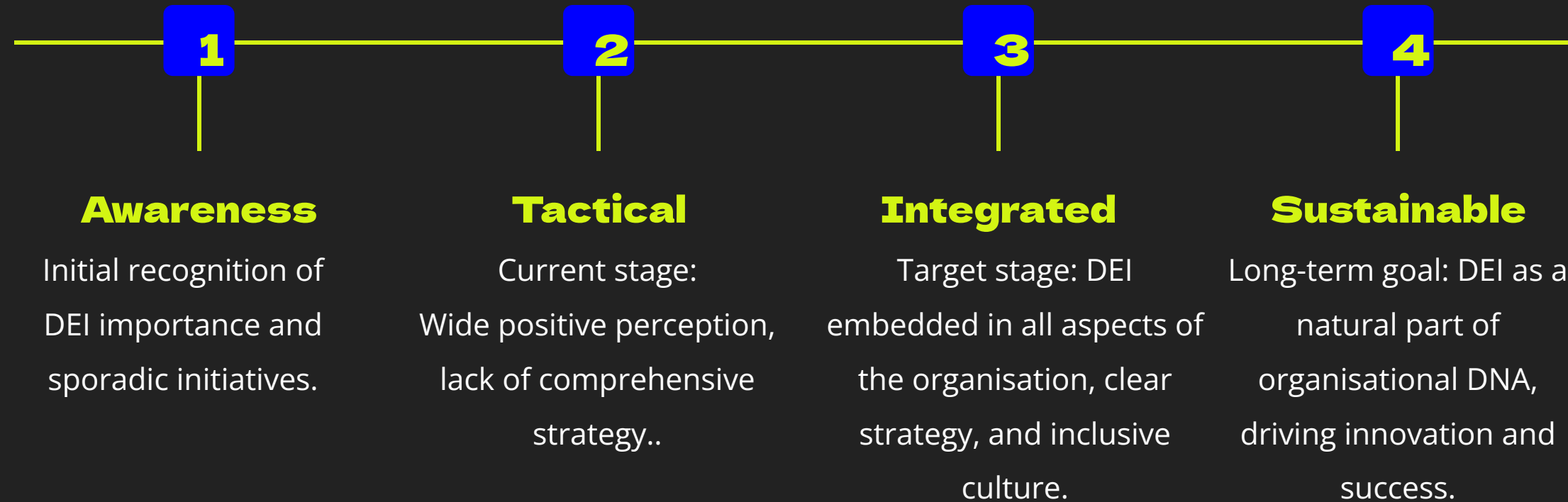
Client facing middle-sized european organization

A public-facing organisation has embarked on a transformative journey to foster an inclusive environment. As part of its commitment to diversity, equity, and inclusion (DEI), we conducted a comprehensive audit to assess employee sentiment and identify areas for improvement.

The methodology included surveys, focus groups and interviews, heatmap analysis.

This analysis delves into the key findings of the DEI scorecard, exploring the organisation's current position, strengths, challenges, and strategic recommendations for advancing its inclusive culture.

Current DEI Maturity: **Tactical phase**



Understanding the organisation's current DEI maturity level is important to focus effort effectively and commit resources responsibly, The audit reveals that the organisation is in the **Tactical phase**, characterised by widespread awareness but lacking a cohesive strategy.

To progress towards an integrated approach, the organisation must develop a clear DEI strategy, foster a culture of inclusion, and actively addressing symptoms and sentiments of discrimination and bias at all levels.

Strengths: **Building Blocks for Success**

1

Diverse workforce

The organisation boasts high visibility and recognition of its multicultural and gender-diverse workforce, setting a strong foundation for inclusive practices.

2

Inclusive benefits

Significant investment in unique and adaptable employee benefits demonstrates a commitment to supporting diverse needs and lifestyles.

3

Supportive culture

A supportive and inclusive organisational culture, coupled with flexible work arrangements, empowers employees and fosters a sense of belonging.

4

Inspiring purpose

The organisation's inspiring purpose and product, promoting sustainability and human connections, aligns well with DEI values and attracts diverse talent.

These strengths provide a solid foundation for the organisation to build upon as it strives to create a more inclusive environment.

Leveraging these positive aspects will be the key in driving DEI initiatives forward and garnering support from all levels of the organisation.

Challenges: **Opportunities for growth**

Strategic cohesion

The organisation lacks a cohesive DEI strategy and messaging, limiting the effectiveness of current initiatives. Developing a clear, overarching strategy will provide direction and alignment across all DEI efforts.

Trust and transparency

Recent organisational changes have led to mistrust and concerns about bias and discrimination. There is a strong desire for increased transparency in career paths, growth opportunities, pay, and promotions.

Inclusive leadership

There is a need for improved leadership in demonstrating inclusive behaviours and language. Enhancing leadership capabilities in this area will set the tone for the entire organisation.

Addressing these challenges head-on will be crucial for the organisation's progress in its DEI journey. By focusing on these areas, the organisation can create a more inclusive and equitable environment for all employees.

Short-term goals: **Immediate actions**

1

Activate strengths

Launch an employer brand campaign highlighting DEI strengths, update the employee handbook, and empower employees to form Resource and Affinity Groups.

2

Inclusive leadership

Assess DEI understanding among leadership, provide targeted training, and facilitate roundtables for inclusive managers to share insights.

3

Enhance connections

Strengthen connections in the hybrid work environment through proactive sharing, hackathons, and inspirational speakers.

These immediate actions focus on leveraging existing strengths and addressing critical areas for improvement. By implementing these short-term goals, the organisation can quickly demonstrate its commitment to DEI and create momentum for longer-term initiatives.

Medium and long-term goals: **sustained progress**



These medium and long-term goals focus on embedding DEI into the organisation's DNA. By setting clear objectives and implementing robust tracking mechanisms, the organisation can ensure sustained progress and adaptation to evolving DEI landscapes.

Strategic Pillars: Comprehensive Approach

People strategy

Enhance representation of underrepresented groups, partner with external entities to boost visibility as an Inclusive Employer, and educate hiring managers on inclusive practices.

Training and development

Review and enhance DEI training programs, focusing on continuous learning and skill development for all employees.

Promotion and pay equity

Evaluate and improve inclusivity in promotion processes, and continuously assess pay equity across demographics to ensure fairness.

Leadership and accountability

Increase visible leadership commitment to DEI, highlight leadership's role in fostering an inclusive culture, and implement robust accountability metrics to track progress.

These strategic pillars provide a comprehensive framework for the organisation's DEI efforts. By addressing each of these areas, the organisation can create a holistic approach to fostering an inclusive environment that touches every aspect of the employee experience.

Conclusion:

Embracing a Future of Inclusion



Diversity

Embracing and celebrating differences in backgrounds, experiences, and perspectives.



Equity

Ensuring fair treatment, access, and opportunities for all individuals.



Inclusion

Creating an environment where all feel valued, respected, and empowered to contribute.



Growth

Fostering continuous improvement and innovation through diverse perspectives.

By implementing the recommended strategies and maintaining a strong commitment to DEI, the organisation is poised to create a truly inclusive environment that benefits employees, stakeholders, and the broader community.

This journey towards inclusion is not just about meeting targets; it's about fostering a culture where diversity is celebrated, equity is ensured, and inclusion is ingrained in every aspect of the organisation.

As the organisation moves forward, continuous **assessment, adaptation, and commitment will be key** to realising its vision of an integrated and sustainable DEI strategy.