

CULTURE CLIMATE ASSESSMENTS

- A systematic process of inquiry utilizing a range of tools: interviews, focus groups, surveys, internal / external data collection, policy reviews, and more. We'll consolidate pertinent data and present both quantitative and qualitative findings that describe the state of diversity in your organization. You'll know where you stand and where you need to go.

DEI STRATEGIC PLANNING

- Diversity initiatives require their own mission and strategies to be effective. They must also operate in concert with their organization's strategic objectives. The ideal DEI plan will balance these two priorities: confident leadership and agile support. We'll help you craft this very plan and then together we'll watch your initiative soar.

DEI TRAINING & DEVELOPMENT

- Unconscious bias, inclusive leadership, our list of training options goes on. Only these aren't cookie cutter offerings. We go deep, and conscientiously take our clients along for the ride. Together, we navigate the emotionally turbulent waters that are DEI, ever mindful that our ultimate destination is a higher, more unifying state of mutual understanding and respect.

DEI ORGANIZATIONAL DEVELOPMENT

- Successful DEI initiatives are well-coordinated and unifying. The glue that holds them together is an institutionalized structure. We'll show you how to systematize your DEI outputs and coordinate change processes so that they harmonize with operations and bake into the organization's DNA.

GUIDED CULTURAL TRANSFORMATION

- We'll accompany you every step of the way along your organization's DEI journey in logical, progressive stages as you put all of the pieces of the culture-change puzzle together. From assessment and strategic planning to training and scorecard metrics, we have the DEI tools to guarantee you reach your destination with clarity, confidence, and conviction.