

The page features four large semi-circular shapes: a blue one in the top right, a yellow one in the middle right, a blue one in the bottom left, and a yellow one in the bottom left. The text is centered in the white space.

**SAMPLE REPORT**

# DEI MATURITY REPORT

Prepared for Inclusive Organization

## Welcome to your DEI maturity report

This report was designed to provide valuable insights into your organization's present state of Diversity, Equity and Inclusion (DEI) development. Our benchmark assessment will provide you with a deeper understanding of where you are, where you want to be and how you can continue to drive positive, inclusive change.

At the heart of our mission is a commitment to DEI. We believe that **creating truly inclusive environments is not only the right thing to do, but it's also essential for organizational success. In a nutshell, inclusion is good for people, it's good for your business, and it allows us to make a positive impact in the world.**

Keeping this commitment in mind, I know the insights in this report can help you activate inclusive organizational change that is meaningful and sustainable. So as you go through it and begin to frame your next steps, remember, change isn't easy, but it is worth it.

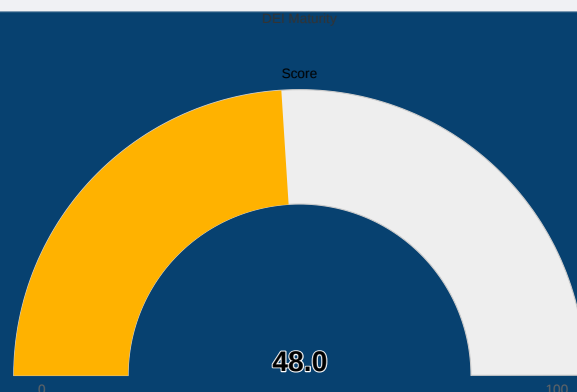
Sincerely,

**Leeno Karumanchery, PhD**

Co-Founder & Head of Behavioral Science

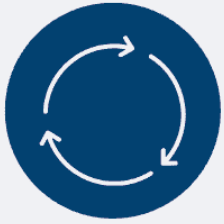
# YOUR MATURITY STAGE:

## EARLY STAGE ENGAGEMENT



**Your organization is currently at the stage of "let's work out how to do this" regarding organizational change, which is a cause for celebration as it signifies that you are on the right path. To ensure that you continue to progress, it is important that:**

- **Your Executive Leaders stand at the forefront of your journey. This is a must. They have to be seen as stewarding efforts, and they must communicate clearly about progress and about the value of DEI as a fundamental pillar for the organization. Without the support and leadership of your senior team, change will be difficult to forge, let alone sustain.**
- **If your objective is to achieve inclusive organizational change, it is important to approach the process strategically. Without a well-defined roadmap that takes into account all aspects of the change process, including potential resistance, vision, and process, it may be challenging to fully comprehend and address the systemic barriers that are in place.**
- **No more one-off trainings (e.g. Unconscious Bias ). Interpersonal DEI skills are a core component of all employee development plans. And perhaps even more importantly, Inclusive Leadership skills have to be seen, and measured as foundational KPIs for people leaders. Inclusive leadership skills cannot be seen as a nice-to-have anymore.**
- **You start considering how to leverage DEI metrics that explore leading indicators of change. Lagging indicators like diverse hiring and promotion don't tell the true story of whether or not your culture and systems are sustainably inclusive. Any and all use of metrics should begin to explore how behavioral data can be leveraged across the organization to identify leading indicators of DEI.**



# Sustainability in DEI

## An Analysis of Organizational Efforts

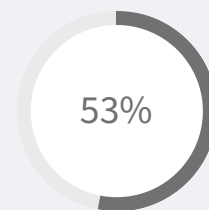
Sustainable DEI Change ensures that changes in your organization will continue to be effective in the long term.

This means creating and reinforcing policies and procedures that are built to last and are regularly monitored to ensure they are not only effective but relevant for the times.

The two graphs presented below illustrate your organization's category score compared to the average score of other organizations.



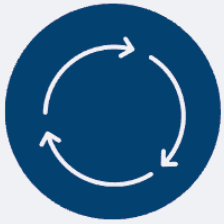
Your Sustainability Score



Average Score

In the early stages of DEI change, it's likely that Inclusive Organization is not focused on long-term impact. As a result, efforts are somewhat disjointed and initiatives are not designed to embed DEI change in the organization's culture, values, and day-to-day operations. DEI is positioned as vital to the values of your organization, but is not necessarily being fully integrated in a manner that is sustainable.

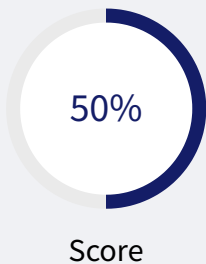
You are addressing the need for policy change, but the culture hasn't likely been properly developed to allow personnel to embrace those changes. Moving forward, you should be prioritizing the active involvement of personnel and community stakeholders. Finally, make sure you continue to place a strong focus on building a culture in a manner that will be sustainable.



# Sustainability in DEI

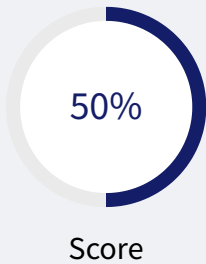
## An Analysis of Organizational Efforts

### ORGANIZATIONAL MINDSET



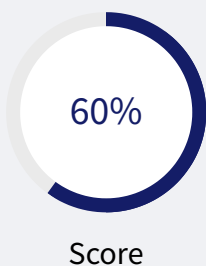
Your Leadership has begun to recognize the importance of Diversity, Equity, and Inclusion but impetus for genuine commitment to change has not been found.

### DEI VISION



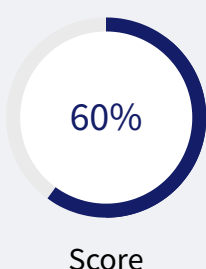
Without integration of DEI Vision into the organization's mission and values, the impact of DEI initiatives will continue to be generally limited and largely ineffective.

### SENIOR LEADERSHIP



It is essential for your senior leaders to prioritize developing their Inclusive Leadership skills in order to foster a collaborative, supportive and open workplace.

### MIDDLE MANAGEMENT



In viewing Inclusive Leadership skills as optional, your Middle Managers may be seeing DEI-specific skills as a “nice to have” rather than a “need to have.”



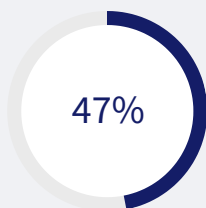
# Scalable DEI

## An Analysis of Organizational Efforts

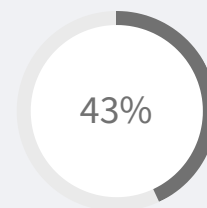
Scalable DEI Change is a strategic approach that emphasizes the importance of designing initiatives that can be easily modified and adapted to suit the changing needs and circumstances of an organization.

This approach recognizes that a company's growth and evolution over time may require adjustments to its diversity, equity, and inclusion efforts.

The two graphs presented below illustrate your organization's category score compared to the average score of other organizations.



Your Scalable Score



Average Score

It's likely that Inclusive Organization is not focused on the implementation of DEI initiatives that can be scaled to create a larger, more inclusive workplace. You should be considering expanded access to training and development opportunities and the creation of career pathways for minoritized employees (e.g. through mentorship and sponsorship programs).

This organization's DEI change process is not really designed to evolve as it grows. Largely focused on traditional DEI "best practices" and a one-off project approach, your ELT has not been seen as out in front and clearly stewarding DEI change. This must change. You need to clearly define a DEI strategy that outlines your core values and objectives, and you should be incorporating a strong communication strategy into your efforts.



# Scalable DEI

## An Analysis of Organizational Efforts

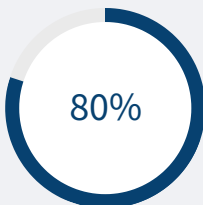
### ORGANIZATIONAL APPROACH



Score

Without a real commitment to DEI, any measures you take will be surface-level in nature and will most likely be seen as both performative and inauthentic.

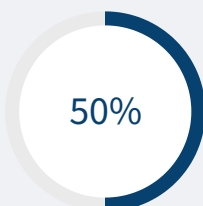
### LEARNING & DEVELOPMENT



Score

Continuing to prioritize ongoing expert-led education as part of your L&D strategy makes it more likely that you are able to drive a culture of safety, belonging, and inclusion.

### ACCOUNTABILITY



Score

Without direct ELT support, the success of your DEI initiative is unlikely and wholly contingent upon the commitment of those responsible for its progress.



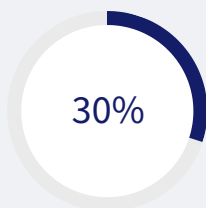
# Systemic DEI

## An Analysis of Organizational Efforts

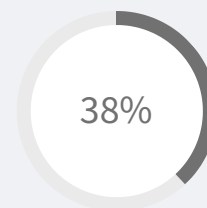
When creating lasting Systemic DEI Change, it's vital to integrate DEI principles and practices into the very fabric of an organization's culture and operations.

This requires a commitment to embedding DEI efforts into the organization's inner workings so that they become an integral part of the company's values, beliefs, and practices.

The two graphs presented below illustrate your organization's category score compared to the average score of other organizations.



Your Systemic Score



Average Score

It appears Inclusive Organization has no realistic focus on DEI, and apparently little to no interest in making DEI changes at a systemic level. The uncomfortable truth is that your organization likely nurtures a culture of exclusion where minoritized people are not really afforded equity in access or opportunity.

As a result, the recruitment, promotion, and development of minoritized personnel is unlikely to be a priority, and the organization is unlikely to invest in the tools and resources needed to foster change and advancements in this area. Even basic demographic data goes untapped and so the underrepresentation of minoritized people goes unaddressed and their absences are most likely minimized (i.e. a lack of quality candidates applying). Inclusive Leadership Development is a necessary first step for you.

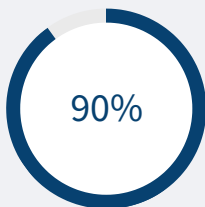




# Systemic DEI

## An Analysis of Organizational Efforts

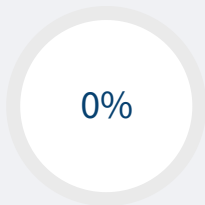
### GOALS



Score

By allocating dedicated resources and prioritizing KPIs, your organization is increasing the likelihood that your DEI progress will be deeply integrated.

### TALENT LIFECYCLE



Score


Minoritized people remain underrepresented in your organization. Consider exploring transparent processes that ensure greater fairness and equity in recruitment, hiring and promotion.

### DATA & METRICS



Score

If you don't have adequate DEI data or metrics, your efforts, no matter how superficial they may be, will be impeded by a lack of comprehension of present circumstances.



**Thank you for reviewing this sample report. Find out how your organization compares by completing [your free DEI assessment](#).**