



Workplace Climate Assessments For Healthcare Organizations

Advancing Inclusion and Equity through Data Insights





LEVERAGING DATA TO ADVANCE EQUITY AND INCLUSION

We believe that the healthcare organizations we partner with are **BOLD**. They are willing to ask: *Are we a fully inclusive and equitable organization for all our employees and patients? If not, how do we become one?*

Understanding your current strengths and areas for growth

Understanding where you are is a necessary first step to advancing equity and inclusion for your diverse employees and patients. For over ten years, we have partnered with dozens of healthcare organizations to provide them with the real-world evidence they need to **make data-driven decisions**, **proactively identify challenges**, and **leverage their strengths**.

Understanding where you need to go – and how to get there

Advancing organizational inclusion and equity requires more than just data insights – you need a clear and actionable roadmap to guide you in creating positive and sustainable change. Our equity and inclusion scientists carefully analyze assessment results to develop a set of actions and best practices specifically designed to give you a clear path to growing diversity, equity, and inclusion within your organization.

Your dedicated Data Insights team

Every client is supported by a highly experienced Data Insights team, guided by a PhD-level scientist with deep equity and inclusion expertise. Throughout this process, you will be supported by a dedicated client solutions specialist who will partner with you at each step to guarantee project success.

“Thank you for helping us see the ways that we can draw on our strengths and move forward strategically for long term change.”

- Alex G., VP of HR at a national research institution



RIGOROUS RESEARCH FOR THE REAL-WORLD

Domains of Inclusion: Insights into employee experiences

After decades of research, our scientists have identified *seven key domains of inclusion* – the characteristics of a vibrant, inclusive, and equitable organizational climate. Your dedicated Data Insights team will design assessment tools – customized to your diversity, equity, and inclusion goals – using validated and actionable metrics.

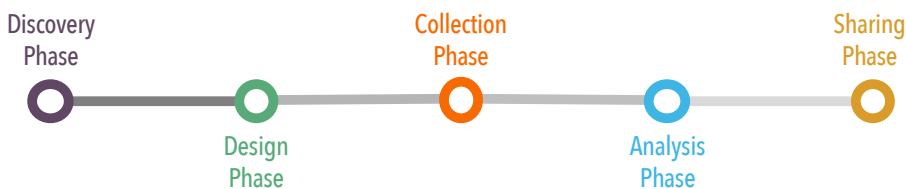
- Interpersonal Inclusion
- Inclusive Leadership
- Diverse Perspectives
- Psychological Safety
- Fairness and Equity
- Transparency
- Relationship Resilience

Working in Different Worlds: Insights into diversity

To understand the different worlds employees work in, we analyze the data to detect any meaningful differences in the experiences of employees along key diversity dimensions, including **age**, **disability**, gender identity, **race and ethnicity**, religion, **body size**, **sexual orientation**, and many more.

Our Inclusive Climate Assessment process

Our team has honed an assessment process that efficiently and reliably generates actionable insights into your organization’s inclusion and equity climate. Each phase takes about one month.



“Thank you for the opportunity to complete this survey. It demonstrates to me how important equity, diversity and inclusion is to our leadership.”

- Inclusive Climate Assessment participant from a healthcare system in Georgia



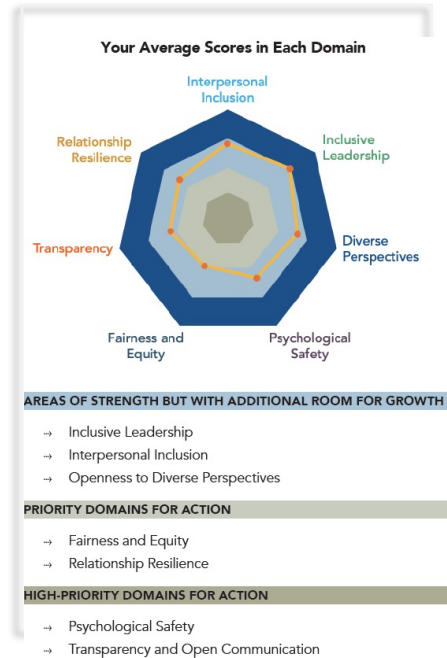
INCLUSIVE CLIMATE ASSESSMENT DELIVERABLES

Deliverable 1 | Your Data Insights Report

The comprehensive Data Insight Report is designed to provide you with all the information you need to understand the diversity, equity, and inclusion climate at your organization, including:

- Key data insights and results
- Metric visualizations
- Employees in their own words
- Systematic differences in experiences
- Comparisons to industry benchmarks
- Implications for your organization

In addition to the report, our team will present and walk through the assessment findings with your stakeholders.



Deliverable 2 | Your Roadmap to Inclusion

Our inclusion experts translate your data insights into a customized strategy to advance diversity, equity, and inclusion at your organization. This roadmap consists of recommendations that are informed by your assessment results, along with evidence-based actions designed to leverage your current strengths to jump-start growth toward greater inclusion and equity and build a foundation for continuous and sustainable change.

“...it's not just that you provided us with the data we need to move forward – it's that you explained things in a meaningful way and helped us take action.”

- Sally S. VP, National Equity, Inclusion and Diversity at a national healthcare organization