

Diversity & Inclusion Maturity Model Personal Benchmarking Report

For Account/Organization:

Your Account

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Introduction

By completing the D & I Maturity Model assessment you have taken the first step for ensuring your organization follows leading practices in diversity and inclusion.

Once you have identified areas of improvement for your organization, align them with your organization's values so that everyone is held accountable in the advancement of diversity and inclusion.

Maturity Model Components



Your Overall Results

The following illustrates your results for each D & I maturity model component. Your results may vary in certain components based on your organization's area of focus. All organizations are different, and a host of factors go into developing a diversity and inclusion strategy. Consider your results as an opportunity to explore untapped aspects of diversity and inclusion.



Organizational Culture

My Score	Median Score Range	Best Practices Range
58%	60%	85%-100%



Organizational Team

My Score	Median Score Range	Best Practices Range
45%	60%	85%-100%



Organizational Marketplace

My Score	Median Score Range	Best Practices Range
85%	60%	85%-100%




Organizational Ecosphere

My Score	Median Score Range	Best Practices Range
55%	60%	85%-100%

My Result	Median Result Range	Leading Practice Range
Your results based on how you answered the questions in the assessment.	The median result of the companies who have also taken the assessment. This figure is dynamic and changes as more companies complete the assessment or if you have selected any filters for your report.	The highest range of results an organization can get on the assessment. This number is not dynamic and remains at 85%-100%.


What do my results mean?



85%-100%

You are **Optimizing the diversity around you.**


Diversity and inclusion is a key to the organization's mission and client service. By employing many leading practices, your organization and clients benefits significantly from your inclusive culture. You are at the top of your D&I game.



70%-84%

You are **Managing a diverse and inclusive environment.**


Diversity and inclusion is intentionally planned, performed and measured. You employ a majority of the leading practices and ensure they expand to all employees in the organization as a fabric of behavior and understanding. You are doing better than a majority of your peers. By implementing more of the leading practices, you will move to the optimizing category in no time.



55%-69%

You are **Emerging into fuller understanding.**

Your organization has established the fundamentals of diversity and inclusion awareness. You are now expanding beyond early adopters and starting to build upon leading practices. There are clear opportunities for improving your organization's performance with more consistent commitment from your leaders and employees.



Below 54%

You are **Aspiring to create a solid foundation.** The practice of diversity and inclusion is new to your organization. Your efforts are primarily driven by early adopters and focused on building diversity and inclusion awareness. This is a good, and important first step. Continue to identify and adopt leading practices that can move your organization into the Emerging phase.

Detailed Results



Organizational Culture

My Score	Median Score Range	Best Practices Range
58%	60%	85%-100%

Leading Practices

- Accountability for creating a culture of inclusion that goes beyond one person or committee and expands to the entire workforce.
- A formalized strategy that incorporates several dimensions of diversity. The strategy includes goals, measures and responsibilities.
- All employees and leaders engage in diversity and inclusion learning at regular intervals.
- All leaders regularly communicate the importance and progress of diversity and inclusion goals as a major organization-wide strategic initiative.
- D&I messaging is integrated into many aspects of communications.
- A high expectation is given for managers and supervisors to be educated in understanding cultural differences, biases, and their impact on evaluating performance.

Next Steps

What actions can your organization take to improve **Organizational Culture** diversity and inclusion?



Organizational Team

My Score	Median Score Range	Best Practices Range
45%	60%	85%-100%

Leading Practices

- Utilization of multiple recruiting practices and sources to ensure candidate pools include a diverse slate of individuals to fill roles in the organization.
- Employee feedback is solicited to increase engagement, individual growth, and advancement.
- Workforce demographics are assessed to evaluate and mitigate gaps in compensation and promotion across multiple dimensions of diversity (ex. gender, race, generation, etc.) on an annual basis.
- Benefits, services, work options, and paid leave are beyond legal requirements and are competitive in the marketplace.
- A recruitment, retention, and talent management strategy which includes a focus on traditionally underrepresented individuals as a component of the overall organizational strategy.
- Individual behavior in creating a safe and inclusive environment is evaluated as a component of employee performance.
- Effectiveness in managing diverse teams and fostering an inclusive environment is evaluated as a component of people leader performance.

Next Steps

What actions can your organization take to improve **Organizational Team** diversity and inclusion?



Organizational Marketplace

My Score	Median Score Range	Best Practices Range
85%	60%	85%-100%

Leading Practices

- Advertising demonstrates that the firm understands the backgrounds of their clients and the cultures they live in.
- Marketing and advertising campaigns are tested to ensure they do not perpetuate negative stereotypes or contain other information that might be offensive towards individuals and groups.
- Professionals, staff, associates and client service professionals all receive training that ensures they know how to respectfully address diverse customer service needs and interest.

Next Steps

What actions can your organization take to improve **Organizational Marketplace** diversity and inclusion?



Organizational Ecosphere

My Score	Median Score Range	Best Practices Range
55%	60%	85%-100%

Leading Practices

- A supplier diversity program that tracks and encourages vendor spend on women, minority, LGBTQ, veteran, and disabled-owned businesses.
- An intentional plan to take a stand on diversity-related interests in the community and within the organization.
- Allocates financial resources and employee time to a variety of community projects that impact underserved populations in your immediate community.
- Provides financial support for external scholarships, sponsorships, and/or internship programs that positively impact diverse underserved communities.

Next Steps

What actions can your organization take to improve **Organizational Ecosphere** diversity and inclusion?
