



Diversity Culture Assessment

Targeted insights for fostering a respectful workplace culture.

We know that blind spots, derailing behaviors, and cultural biases impact all employees.

And when these behaviors occur that impact the willingness of an employee to give their best efforts in the workplace, it impacts all stakeholders.

Understanding the impact of damaging behaviors on employee experience and corporate culture on policies and practices can help ensure there are no unintended barriers to your organization attracting, retaining, and developing diverse talent and fostering a respectful workplace.

We help organizations establish a clear picture of their workforce—where the challenges are, the opportunities, and what might be done about it.

What is a Diversity Culture Assessment?

A Diversity Culture Assessment helps your company understand how people communicate and interact across systems and processes and how it compares across workplace representations (i.e., diverse cultures and backgrounds).

We help organizations establish a clear picture of their workforce—where the challenges are, the opportunities, and what might be done about it. We'll work with your team to assess the current state of your business from a DEIB lens and develop practical strategies, roadmaps, and specific solutions that will move your organization forward.

Areas to Explore Include:

- Recruiting & Hiring
- Training & Development
- Applicant Screening Processes
- Employee Evaluations
- Harassment Policies
- Job Posting Policies
- New Employee Orientation
- Pay Equity
- Formal Communications Procedures
- Promotion Policies / Dismissal Policies
- Open Door Policy



Blue Beyond's Strategic Approach to Diversity Culture Assessments:

1. Discover the level of awareness, knowledge, skills, and tools needed in your manager, leader, and executive training programs
2. Benchmark organizational measures such as employee satisfaction, teamwork, gender, and generational challenges that impact the employee work experience
3. Determine needs within the context of your organizational goals
4. Target specific training requirements for managers, leaders, and employees
5. Develop a methodology for prioritizing training needs
6. Create baseline metrics that can be integrated into balanced scorecards and accountabilities

Respectful Culture Assessment™

Using quantitative and qualitative data, we start with where you are on your journey and build from there – reviewing your organizational strategy and learning what that looks and feels like at a regional or local level. Our goal? To help you assess, refine, and define your DEIB strategy to build a respectful culture and attract and retain top talent.

The Organizational Inclusion Index™ (OI2™) Diversity Culture Assessment Survey Tool

The Organizational Inclusion Index™ (OI2™) is a proprietary cultural assessment survey tool we use to capture data on human capital issues that are impacting performance, engagement, productivity, and retention.

- The assessment provides a snapshot of the systems and processes that guide the practices and policies of your organization.
- Data gathered is used to develop tactical and strategic approaches to managing your workforce and workplace.
- We use proprietary systems and processes to design implementation strategies that complement your organization's goals, mission, and existing initiatives.



Could your organization benefit from a Diversity Culture Assessment? **Let's talk.**



Blue Beyond is a management consulting firm that specializes in the people side of business – culture, talent, organizational effectiveness, change management, communications, and diversity, equity, and inclusion. We serve clients throughout North America and globally, including Fortune 500 companies, non-profits, universities, and small- and mid-sized firms. Founded in 2006, Blue Beyond is headquartered in the San Francisco Bay Area with additional team members across the U.S.

Learn more at bluebeyondconsulting.com or call 510-733-5417



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