

Fractional Chief Diversity Officer

Expert-level DEIB leadership and counsel
at a fraction of the cost.



What is a Fractional Executive?

Fractional Chief Diversity Officer (CDO)

The Fractional CDO is designed to provide companies with targeted and designated assistance around diversity, equity, inclusion, and belonging (DEIB) assessments, strategy, and implementation. This advisory role provides senior-level DEIB support to businesses that haven't identified a permanent CDO, yet are in need of someone to assist on a retainer or contracted basis.

Fractional CDO Focus Areas

STRATEGIC LEADERSHIP

- Vision and leadership to assist with the effective integration of diversity into the organization
- Collaboration with your leadership, the Board, and/or the advisory council to guide and implement talent investments, plans, and diversity strategies that align with company goals to create an inclusive work culture

RETENTION AND RECRUITMENT PROGRAM DEVELOPMENT

- Supports the development of strategic hiring and retention efforts to attract and retain a talented, diverse workforce

ADVICE, REPORTING, AND GUIDANCE

- Advocate, mentor, and resource for concerns and issues related to DEIB
- Advises on the collection, analysis, monitoring, and dissemination of relevant data and statistics to benchmark and promote accountability for diversity and inclusion
- Provides strategic leadership for DEIB initiatives as it relates to the overall business strategy

The Fractional CDO provides strategic leadership for diversity, equity, inclusion, and belonging initiatives...



Sample Responsibilities

- Assist the CEO & Board with the design, modification, and/or implementation of a best-in-class DEIB approach that is linked to the institution's strategic plans and goals
- Provide guidance and definition related to key resources (training, legal, compliance, ESG, CSR, etc.) the business needs to reach its goals
- Support with talent acquisition, retention, talent management, leadership/career development, employee engagement, and succession planning
- Implement a DEIB roadmap and communication plan to create awareness and lasting change
- Produce reporting and analytics that measure progress in hiring, retention, and career growth based on DEIB programs and processes
- Provide immediate feedback and counsel on emergent issues
- Create and support the learning and development initiatives needed for both managers and employees to meet the company's DEIB goals

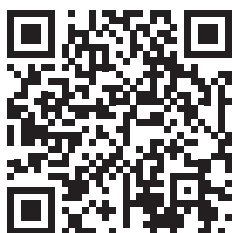
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Partial Projects List

- Building Cultural Champions
- Conducted Cultural Snapshot Assessment
- Executive Debrief Sessions
- Training for Diversity Task Force
- Assisted in Creating Diversity Management Plan
- Multicultural Challenges on Teams
- Office of Diversity Coaching and Counseling
- Internal Diversity Conference: Understanding the ROI for D&I
- Developing a Bias for Action
- eCommerce – Diversity Council Summit
- Corporate Leadership Workshop Series
- Leading Together – Engaged Employees Drive our Profitability
- Trends in Diversity Performance Metrics
- ERG Workshop: Engagement Starts With Respect
- Diversity Council Training Session
- Diversity Ambassador Training
- Women’s Leadership Institute
- Health Care Talent Acquisition & Office of Diversity Retreat
- Unconscious Bias in Talent Management
- Unconscious Bias in Workforce Relations
- Change Management and Diversity



Are you ready to have a conversation about how a Fractional Chief Diversity Officer may be the right solution for your organization? **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.

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