

Evaluating your D&I progress



We think it's really important that organisations apply the same rigour to Diversity and Inclusion efforts that's applied to broader financial and customer decisions. That's why we've created this D & I index to help organisations assess their current state, set goals, define what's required, collect data and evaluate results. The index draws on the Global Diversity & Inclusion Benchmarks (2016) and our experience in working with organisations globally.

D&I index

KEY RESULT AREAS	DETAILED CRITERIA	No evidence	Developing	Programmatic	Strategic	Systemic & sustainable
Strategy & Culture	<ul style="list-style-type: none"> D & I Vision, strategy, business case articulated and widely understood. 					
	<ul style="list-style-type: none"> Values, practices and cultural symbols aligned to D&I aspirations 					
Leadership & governance	<ul style="list-style-type: none"> Clear leadership and accountability for D & I established (including KPIs and relevant targets). 					
Decision-making processes	<ul style="list-style-type: none"> Key decision-making and problem-solving processes consciously promote diversity of thinking approaches to avoid groupthink and affinity biases. 					
Talent management policies	<ul style="list-style-type: none"> Policies reviewed to mitigate bias and attract broader talent pools - including recruitment, training and development, promotions, talent identification, succession planning. 					
Flexibility	<ul style="list-style-type: none"> Flexible work arrangements in place and utilised. 					
	<ul style="list-style-type: none"> Workplace design is configured to support flexible working and increased productivity. 					
Capability development	<ul style="list-style-type: none"> Leaders are trained to challenge bias and develop inclusive leadership skills. Diversity of thinking approaches is part of curriculum. 					
	<ul style="list-style-type: none"> Targeted talent management and career development is in place. 					
Product/Service Integration (External)	<ul style="list-style-type: none"> Integration of D & I principles with product and service development, marketing & sales, supplier selection. 					
Measures	<ul style="list-style-type: none"> Diversity (gender, ethnicity, age etc.) is tracked and targeted plans in place. Composition of talent pools reflects diversity. 					
	<ul style="list-style-type: none"> Metrics set (through engagement surveys, and agreed representation targets). 					

Diversity Partners takes a systemic approach to change. We guide organisations to achieve more diverse and inclusive work environments through robust frameworks, policy implementation and leadership development. We create solutions that work specifically for your organisation and industry.

Contact us today if you'd like to know more about:

- Tactics that will move the needle in your organisation
- Tools to guide your organisation's strategy
- A tried and tested formula for setting representation and pipeline measures
- The latest thinking on setting KPI's
- Expectations we can set for our recruitment partners
- Tips to build genuine support at leadership level
- What others in your industry are doing to achieve progress.

**CALL US ON 1800 571 999 OR EMAIL
INFO@DIVERSITYPARTNERS.COM.AU
WE'D LOVE TO HEAR FROM YOU.**