

Diversity Metric Services: How can DCI Consulting help you?

Diversity Program Evaluation

Complete a full consultative review of your D&I program. This includes a qualitative and quantitative review and the identification of potential gaps.

Diversity Profile Analysis

Examine your workforce representation in comparison to availability (i.e. race/ethnicity, females, lWD, veterans). Identify concerning patterns such as glass ceiling effect or biases in a particular organizational unit.



Availability Source Research

Identify additional talent bench marking sources beyond Census EEO tabulation. Data options include EEO-1 aggregate, Public Use MicroData Samples, and more.

Diversity Survey

Collecting workforce data to create a benchmark for your organization.

Personnel Transaction Review

Data integrity checks on applicant, hire, promotion, and termination data to mitigate risk and refine processes.



Diversity Talent Dashboard

Prepare diversity metrics that measure the effectiveness of the employee life cycle by identifying whether you are attracting, selecting, advancing, and retaining diverse talent.

Velocity of Promotions Study

Identify critical barriers to achieving diversity goals related to a wide variety of employee outcomes including time to promotion, eligibility, voluntary turnover, merit increase, profit sharing, and entry into leadership.

Policy Review

Full consultative qualitative review and assessment of your D&I program.

Diversity Roadmap and Training Strategy

Create a vision and mission statement for your organization as well as communicate strategic program enhancements and provide web-based training.



Diversity Metric Services: How can DCI Consulting help you?

Diversity Program Evaluation

DCI consultants can perform a full, consultative review and assessment of your current D&I program. DCI is well equipped for evaluating all aspects of the D&I program (e.g., policies, procedures, compensation, performance evaluations, outreach and recruitment). DCI will execute a qualitative and quantitative review of each area of focus in scope. This holistic approach will allow for a complete evaluation and identification of potential gaps. And, if needed, DCI is able to conduct additional analytics, literature review, or conduct surveys to provide additional benchmarks to propose as best practices to remedy identified gaps.



Diversity Profile Analysis

DCI's diversity profile analysis is an innovative and practical way to examine workforce representation in comparison to availability for groups of interest to the organization (e.g., race/ethnicity subgroups, females, females of color, individuals with disabilities, veterans). This could include an analysis by job title or grade within enterprise, sector, department, business unit, function, or division. The gap analysis helps organizations identify concerning patterns, such as a glass ceiling effect, or a potential bias in a particular organizational unit. DCI can assist organizations in thinking strategically about the results of the analysis, creating a Diversity Business Plan and assisting with the continuous monitoring of the plan.

Availability Source Research

In an effort to diversify talent pools, DCI works with organizations to identify additional talent benchmark sources beyond the readily available Census EEO tabulation. Other data source options include EEO-1 aggregate, PUMS, STEM, graduation rate by discipline, Census EEO tabulation industry data tables, and peer benchmark data. Each source option will have its own advantages and disadvantages related to recency, job/industry specificity, employee grouping options, and overall robustness. DCI will help you to evaluate the options and select the most meaningful, and practical, option.



Diversity Survey (Benchmark)

There is a business need for many industries to identify relevant benchmarking data for creating and measuring diversity in the workplace. DCI will organize industry consortiums and collaborate with business leaders to understand data gaps and agree on data terms. DCI will provide the means to securely, anonymously, and voluntarily collect ongoing workforce data through an online survey platform. Industry workforce data will be aggregated and annually available for purchase with custom reporting options to have additional comparison benchmark sources included in the report.

Personnel Transaction Review

To the extent data is available, DCI will conduct data integrity checks on applicant, hire, promotion, and termination data to provide feedback on areas of opportunity (e.g., refine disposition codes to help mitigate risk).



Diversity Talent Dashboard

DCI will prepare diversity metrics that measure the effectiveness of the employee life cycle by identifying whether you are attracting, selecting, advancing and retaining diverse talent. DCI will rely on multiple means of measurement (e.g., statistical analysis, 80%, ratios) for measuring whether the candidate pool, applicant pool, hire pool, promotion opportunities and employment rates were diverse in comparison to what would be expected given the benchmark figure. Results can be provided in multiple formats, such as interactive graphics, in table format, presentation style, or technical report depending on the needs of the organization.



Velocity of Promotions Study

There are a variety of useful metrics related to the evaluation of diversity and inclusion outcomes. One particularly informative and underused metric relates to the amount of time it takes for critical employment outcomes to happen. Timing analysis can identify critical barriers to achieving diversity goals related to a wide variety of employee outcomes, including time to promotion, eligibility, voluntary turnover, merit increase, profit sharing, and entry into leadership development training. Consultants can (1) describe a variety of research questions that can be explored using the survival analysis approach to measuring the duration of time to an outcome or event, (2) share how this approach works, (3) exemplify scenarios where it can be instrumental in identifying potential diversity gaps in the workplace, and (4) provide output and interpret results. This service can provide you with a unique perspective on diversity measurements that can be explored to drive diversity and inclusion initiatives in the workplace.

Diversity Survey (Benchmark)

There is a business need for many industries to identify relevant benchmarking data for creating and measuring diversity in the workplace. DCI will organize industry consortiums and collaborate with business leaders to understand data gaps and agree on data terms. DCI will provide the means to securely, anonymously, and voluntarily collect ongoing workforce data through an online survey platform. Industry workforce data will be aggregated and annually available for purchase with custom reporting options to have additional comparison benchmark sources included in the report.



Policy Review

DCI consultants will perform a full, consultative review and assessment of your current D&I program. DCI is well equipped for evaluating all aspects of the D&I program (e.g., policies, procedures, accommodations, complaint process, compensation, performance evaluations, outreach and recruitment, retention). DCI will execute a qualitative review of your program. DCI will share feedback of the review and provide recommendations to further strengthen the D&I program through an added policy, incorporation of employee resource group(s), and other helpful training and initiatives.

Diversity Roadmap and Training Strategy

DCI consultants will partner and assist in reviewing or creating a vision and mission statement, communicate strategic program enhancements that are identified through the diversity metrics program, and provide a recorded web-based training. This training will provide foundational knowledge of diversity and inclusion. The training would be approximately 2 hours and cover topics such as: Legal Responsibilities, Business Case, Corporate Commitment, Branding Visibility (e.g., awards, marketing visuals, branding), Common Terminology and Groups of Interest

(e.g., race, disabilities, veterans), as well as other Program Enhancements (e.g., ERGs) adopted as part of a D&I program. Specific content can be geared toward the following audiences, not limited to: executives, talent acquisition, and Human Resource Business Partners (HRBPs).



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