BROOKS
ENTERPRISE & CONSULTANTS

Diversity
Readiness
Report

EXAMPLE COMPANY

Report Overview

This Diversity Readiness Report presents a comprehensive examination of EXAMPLE COMPANY's current state of diversity and inclusion across various dimensions within the organization. By analyzing respondents' answers to a set of structured questions, our aim is to provide valuable insights into the organization's strengths, areas of improvement, and actionable recommendations for enhancing diversity and inclusion.

This report, serving as a condensed version, outlines the overall scores and scores for each dimension assessed. For a more in-depth understanding of the scores, detailed recommendations, and coaching questions, we invite you to schedule a 15-minute introduction meeting. During this meeting, our team will provide insights into the process of acquiring the full report and will discuss what you can anticipate within the detailed contents of the report.

To schedule your 15-minute introduction meeting and gain access to the full report, please Select a Date & Time at Calendy. We look forward to discussing the insights and opportunities for improvement highlighted in the report, and how we can collaborate to foster a more inclusive and diverse organizational environment.

While the assessment provides valuable insights, it's important to note that the accuracy is contingent on the respondents' input. The report serves as an evaluation based on the information provided by participants, offering a snapshot of the organization's diversity readiness. The scores and ranges provided offer a framework for understanding the organization's performance in different areas, providing a foundation for targeted strategies and initiatives. This inclusive evaluation is designed to guide EXAMPLE COMPANY in navigating towards a more diverse and inclusive future, incorporating the principles of diversity architecture.

Overall Score

- High Range: 206 - 268   • Medium Range: 124 – 205   • Low Range: 0 - 123

This section provides a comprehensive overview of EXAMPLE COMPANY's diversity readiness, combining scores from key areas such as talent composition, external engagement, metrics, policies, training and change, culture, readiness for change, goals, and accessibility. These combined scores, categorized into High, Medium, and Low ranges, offer a nuanced benchmark, highlighting EXAMPLE COMPANY's strengths and areas for improvement in fostering diversity and inclusion. The overall score serves as a holistic snapshot, guiding EXAMPLE COMPANY in its journey towards a more diverse and inclusive workplace, with a detailed understanding derived from the aggregated scores across diverse facets of the organization.

Talent Composition

- High Range: 117-156   • Medium Range: 78-116   • Low Range: 0-77

The talent composition section evaluates the diversity of EXAMPLE COMPANY's leadership team, mid-level employees, and frontline employees. Each category is assessed across multiple dimensions, including race/ethnicity, gender/gender identity, age, sexual orientation, disability status, educational background, geographic location, organizational tenure, religion/spirituality, position in the organization, caregiver status, department diversity, and veteran status.

Leadership Team Composition

- High Range: 39-52   • Medium Range: 26-38   • Low Range: 0-25

This section focuses on EXAMPLE COMPANY's leadership talent composition, analyzing the diversity within the leadership team, which includes executives, directors, and other key decision-makers. The assessment explores dimensions such as racial/ethnic backgrounds, genders, age groups, sexual orientations, abilities, educational backgrounds, geographic locations, organizational tenures, religious/spiritual beliefs, positions, caregiver statuses, departmental affiliations, and veteran statuses, emphasizing EXAMPLE COMPANY's dedication to fostering inclusivity across all levels of leadership.

Mid-Level Employee Composition

- High Range: 39-52   • Medium Range: 26-38   • Low Range: 0-25

This section focuses on EXAMPLE COMPANY's mid-level employees. Assessment involves an in-depth analysis of dimensions such as racial/ethnic backgrounds, genders, age groups, sexual orientations, abilities, educational backgrounds, geographic locations, organizational tenures, religious/spiritual beliefs, positions, caregiver statuses, departmental affiliations, and veteran statuses. This ensures diverse representation in key roles that act as a crucial link between leadership and frontline positions, showcasing EXAMPLE COMPANY's commitment to inclusivity across all organizational functions.

Frontline Employee Composition

- High Range: 39-52   • Medium Range: 26-38   • Low Range: 0-25

This section focuses on EXAMPLE COMPANY's frontline employees, where the evaluation extends beyond entry-level roles, examining dimensions including racial/ethnic backgrounds, genders, age groups, sexual orientations, abilities, educational backgrounds, geographic locations, organizational tenures, religious/spiritual beliefs, positions, caregiver statuses, departmental affiliations, and veteran statuses. This emphasizes inclusivity and acknowledges the diverse contributions of every employee at the operational forefront of the organization, showcasing EXAMPLE COMPANY's commitment to a diverse and valued workforce.

External Engagement

- High Range: 9 - 12   • Medium Range: 6 – 8   • Low Range: 0 – 5

This section focuses on EXAMPLE COMPANY's engagement with external organizations that promote Diversity, Equity, and Inclusion (DEI) practices. It assesses the organization's efforts in promoting its DEI standing to the public and potential future talent, highlighting its commitment to transparency and attracting a diverse pool of candidates.

Metrics

- High Range: 9 - 12   • Medium Range: 6 – 8   • Low Range: 0 – 5

The metrics section evaluates EXAMPLE COMPANY's approach to capturing diversity data, sharing findings transparently with stakeholders, and setting measurable DEI goals. A robust measurement framework is crucial for accountability and continuous improvement.

Policies

- High Range: 9 - 12   • Medium Range: 6 – 8   • Low Range: 0 – 5

This section assesses EXAMPLE COMPANY's DEI policies, examining their clarity, dedication, and coverage across different groups. The implementation of specific tasks assigned to individuals is considered a key factor in ensuring the effectiveness of these policies.

Training and Change

- High Range: 18 - 24   • Medium Range: 12 – 17   • Low Range: 0 – 11

The training and change section evaluates EXAMPLE COMPANY's leadership in DEI training. It examines the comprehensiveness of mandatory and optional training sessions, alignment with annual goals, and responsiveness to current events, emphasizing a culture of continuous learning and inclusivity.

Culture

- High Range: 9 - 12   • Medium Range: 6 – 8   • Low Range: 0 – 5

The culture section assesses EXAMPLE COMPANY's commitment to celebrating diversity and fostering a sense of belonging. The occurrence of critical, negative DEI incidents is also examined as an indicator of the organization's inclusive workplace culture.

Readiness for Change

- High Range: 15 - 20   • Medium Range: 10 -14   • Low Range: 0 – 9

This section evaluates EXAMPLE COMPANY's readiness for DEI changes at different levels of leadership. It considers the provision of physical accommodations for diverse needs and the creation of an inclusive environment for neurodiverse employees as key components of the organization's commitment.

Goals

- High Range: 9 - 12   • Medium Range: 6 – 8   • Low Range: 0 – 5

The goals section assesses EXAMPLE COMPANY's approach to setting clear, measurable, and strategically aligned DEI goals, exemplifying a proactive stance towards diversity and inclusion.

Accessibility

- High Range: 6 - 8   • Medium Range: 4 – 5   • Low Range: 0 – 3

The accessibility section examines EXAMPLE COMPANY's adherence to thorough accessibility guidelines, ensuring inclusivity in various aspects such as websites, meetings, and events.

EXAMPLE COMPANY's Scores

This section provides a concise overview of both the overall scores and individual dimension scores, offering a quick glance at EXAMPLE COMPANY's performance in various aspects of diversity readiness.
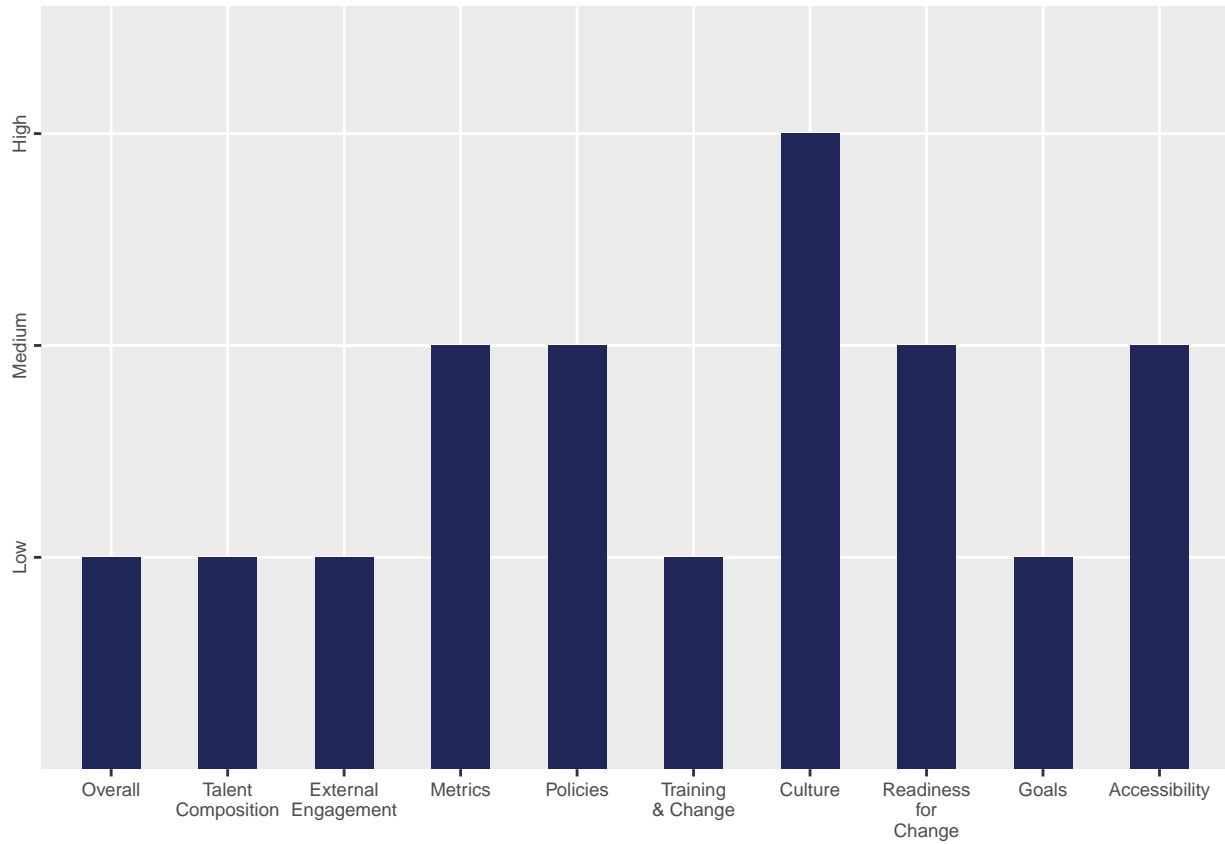
Talent Composition
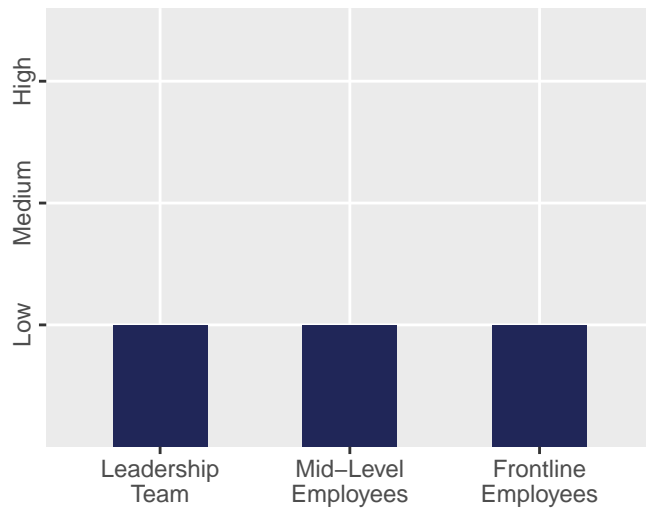
Dimension	Score
Overall	**107**
Talent Composition	61
Leadership Team	23
Mid-Level Employees	18
Frontline Employees	20
External Engagement	3
Metrics	6
Policies	7
Training & Change	3
Culture	9
Readiness for Change	10
Goals	4
Accessibility	4

This section offered a concise snapshot of both the overall scores and individual dimension scores, providing a glimpse into EXAMPLE COMPANY's performance in diverse readiness aspects. For a more thorough understanding of these scores and detailed recommendations, we invite you to explore the complete report. It delves deep into the nuances, offering valuable insights that can truly enrich your perspective on diversity within the organization. To access the full spectrum of information and recommendations, kindly schedule a 15-minute introduction meeting at SCHEDULE MEETING. We look forward to facilitating a meaningful discussion with you.