

DEI ASSESSMENT

What will we do together?

DEI Assessments are robust and comprehensive reviews of an organization's operations, culture, leadership, and vision for DEI. Assessments provide clarity and direction to the organization on what actions, conversations, and policies are required to more deeply embed DEI within an organization's work.

Assessments begin with a fully confidential, anonymized staff-wide survey to collect important baseline information regarding staff and leadership demographics, DEI competencies, levels of inclusion, and DEI goals. Focus groups and a detailed policy and documentation review provide additional qualitative data that allows Justice Informed to score clients on its DEI Scorecard, a framework designed by Justice Informed containing over 20 metrics illustrating an organization's overall DEI health.



Full DEI strategy and implementation charters

Deep insights and themes on staff sentiments and DEI achievement



Demographic data on staff

Increased emotional and psychological safety and resilience of staff and leadership



The Services

- 1 **JI Scorecard with 20+ DEI Metrics**
- 2 **Quantitative and Qualitative Data**
 - o Focus Groups
 - o Full Staff Survey
- 3 **Roadmap detailing full strategy**
- 4 **DEI Charters** to create roles and responsibilities for DEI tactics

Who is this for?

DEI progress and impact is most often stalled when initiatives and programs are disconnected from each other and from staff and leadership ambitions and challenges. Trust and morale are threatened by the manner many organizations currently approach developing a comprehensive DEI strategy: depending on existing staff (often identifying LGBTQ+, women, and people of color) to work pro bono within a skillset they lack to create a strategy that prioritizes DEI work they are aware of but not the full work that DEI should engage.

While a full DEI strategy and strategic planning process is often required to ensure DEI is approached strategically and in response to staff and leadership feedback, only 37% of organizations have a formal DEI strategy due to the strategic planning process being time-intensive, costly, and ineffective if trust is not already present. With this DEI Assessment and Roadmap offer, clients can receive a full DEI assessment and strategy to ensure their DEI efforts are connected while saving time, money, and trust by having Justice Informed manage this process.

For more information about Justice Informed's Services, please visit www.justiceinformed.com or reach out at info@justiceinformed.com

The Testimonials

"The final report and presentation took complex issues and made them readable and easy to follow. The roadmap and charters allowed us to move quickly and with real strategy."

"The richness and depth of the process, the engagement of the committee and listening to us during the entire process was really, really great"

"We all feel comfortable and safe when you're on the phone with us"

"Having those deep focus groups gave us the color that was so valuable to me. The specifics and the quotes were what made this become more alive to me."