

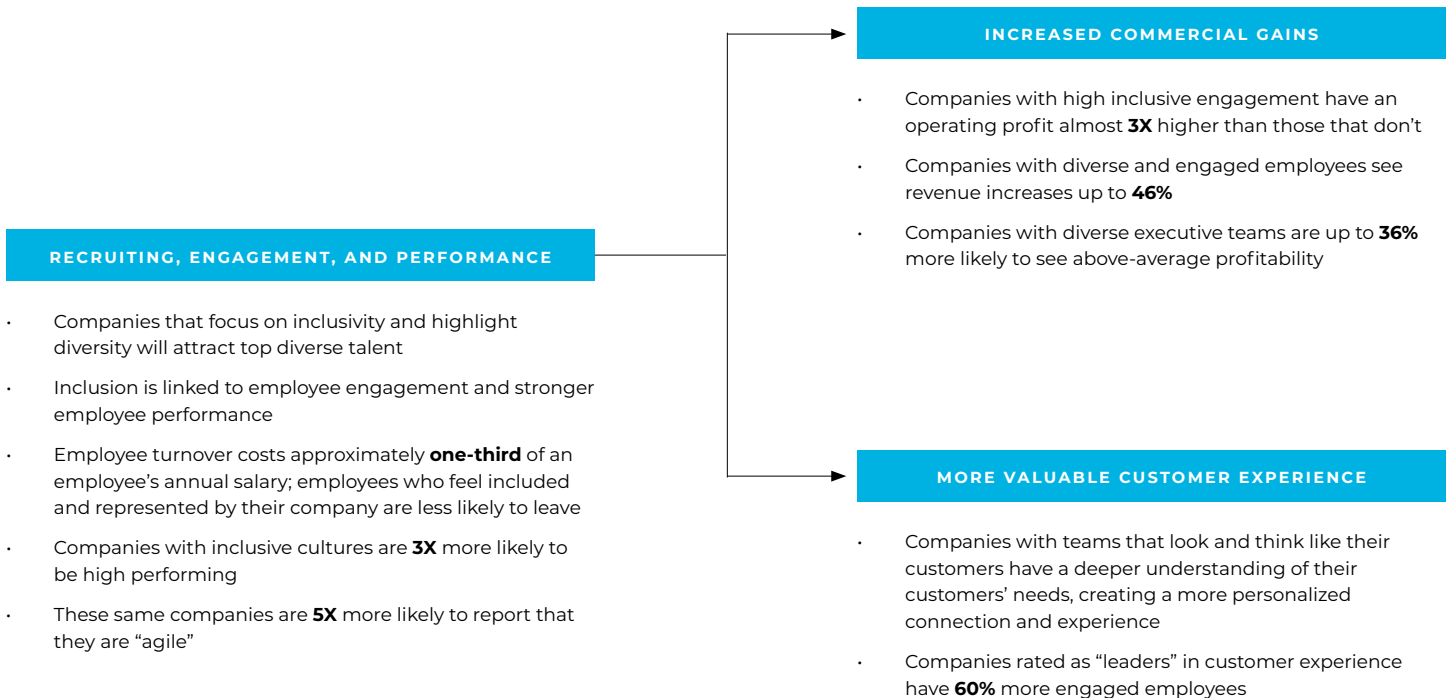
Assessing and Embedding Diversity & Inclusion Initiatives

Top talent is always in demand. The increasingly global and multicultural nature of employees, customers, suppliers, and strategic partners drives a need for a brand identity that can be achieved through a diverse, inclusive workplace. Diversity & Inclusion (D&I) provides a competitive advantage and can lead to innovative ideas and solutions.

<p>WHAT IS D&I?</p>	<ul style="list-style-type: none"> • Diversity is the representation of many different types of people (gender, race, ability, religion, etc.) • Inclusion is the deliberate act of welcoming diversity and creating an environment where all people can thrive and succeed • A diverse workforce combined with inclusive practices leads to true equity
<p>HOW DO YOU ASSESS D&I?</p>	<ul style="list-style-type: none"> • Jabian's D&I maturity matrix assesses the robustness of an organization's D&I practices • The assessment helps outline the roadmap to building a more diverse and inclusive organization and employee and customer experiences • The maturity matrix, combined with input from "on the ground" stakeholders, provides robust insights into the current state's strengths and opportunities

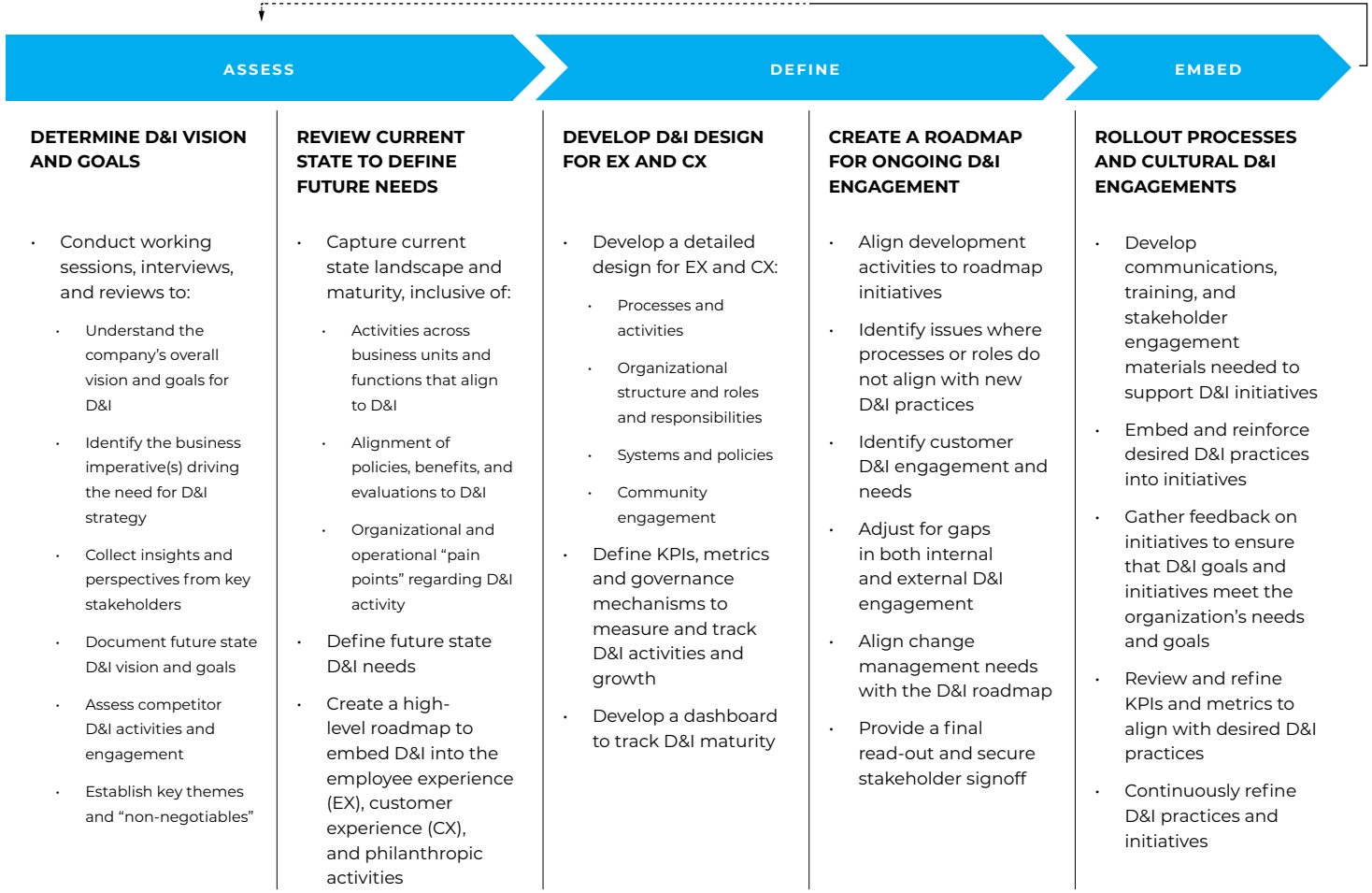
HOW D&I DRIVES BUSINESS SUCCESS

Diverse and inclusive environments enable businesses to look and think like their customers and communities.



HOW JABIAN ASSESSES AND EMBEDS D&I

Jabian partners with clients to create a strategy that embeds D&I into the organization's DNA.



BUSINESS OUTCOMES

- D&I is embedded into the organization's DNA within both the customer and employee experience
- Employees understand how D&I is a differentiator in recruitment, retention, and customer acquisition
 - D&I is positioned as a brand and competitive advantage

EXAMPLE TOOLS AND WORK PRODUCTS

ASSESSMENT INTERVIEWS AND SURVEY QUESTIONS

Category	Assessment Question	Sub-Topic
Leadership	Values, Vision, Values, and Goals	Leadership
Strategy	D&I Embedded into Strategy and Initiatives	Strategy
Policy & Governance	Organizational Structure & Responsibilities	Policy & Governance
Systems	Employee Experience (EX) and Customer Experience (CX)	Systems
Cultural Infrastructure	Employee Engagement, Training, and Development	Cultural Infrastructure
Measurement	Employee Engagement, Training, and Development	Measurement
Reporting	Employee Engagement, Training, and Development	Reporting
Continuous Improvement	Employee Engagement, Training, and Development	Continuous Improvement

MATURITY LEVELS



MATURITY ASSESSMENT



STRATEGIC D&I ROADMAP



D&I DASHBOARD



Jabian assesses and embeds D&I across the organization, from strategic leadership to policy and governance through the employee and customer experience.

JABIAN IS HERE TO HELP

Our methodologies and tools enable us to partner with clients to assess your D&I needs and prioritize capability improvements. If you are interested in learning more, contact us at insights@jabian.com.

