A Roadmap to De-bias your organization

Studies from Harvard Business Review, Boston Consulting Group, McKinsey and Clear Company show diversity has a strong correlations with organizational performance. These studies show that organizations with race or ethnic diversity are 36% more profitable than their peers. Diversity is not just a good thing to do, there is a strong business case for it.

While Implicit Bias training are a great first step, there is little evidence to suggest that these training alone lead to sustained changes in behavior. To increase diversity in their organization and create an inclusive culture employers must do the hard work of de-biasing workplace system. At DEEP consultants, we provide various tools to help organizations on this journey.

Organizational Assessment

Using tools such as employee survey, and policy assessments. We evaluate the organization from an equity perspective and provide customized policy recommendations that acknowledge and respond to the differences in employee experience and disrupt the bias in workplace systems.

Equity Audits

An equity audit is a comprehensive benchmarking tool that can be used to assess equity and inclusion broadly within an organization. We interview a broad array of internal and external stakeholders to conduct a deep assessment of the organization. The audit helps our clients identify, uproot, and transform organizational and systemic gaps inhibiting their equity and inclusion at work.
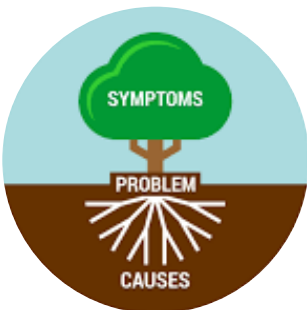
Systems Analysis and Root Cause diagnosis

A systems analysis helps us look at problems holistically by considering the context and compounding dynamics to uncover root causes and possible solutions. Our team will work with a Systems Analysis Workgroup (6-10 individuals) comprised of a cross-sector, diverse group of stakeholders to conduct the Systems Analysis. This step comes after the organizational assessment or equity audit.