

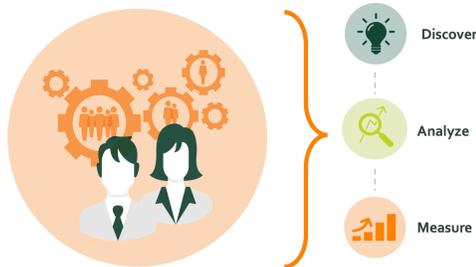
Gender Equity Audit

While many organizations struggle to achieve gender equity, leaders often don't know exactly *why* the inequity exists or where in the pipeline women's careers falter. For this reason, it is difficult to know how to address the problem efficiently.

Organizations may try a host of women's initiatives without truly understanding the underlying problem. In our audit process, we uncover unconscious bias and barriers in the organization's systems, processes, and people. We conduct in-depth interviews, surveys, and data analysis to pinpoint impactful opportunities and we provide a gender scorecard as a baseline gender equity measurement for the organization.

Outcomes

We identify opportunities to improve the organization's competitive advantage by attracting, retaining and engaging talented women.



Process

We evaluate key performance indicators within eleven gender equity performance areas at entry-level, mid-career, and senior leadership levels of the organization. The results of the audit determine which particular activities and processes to target for a measurable return on investment.

The scorecard approach works best because, in most cases, there are multiple problems happening at different levels in the organization at the same time. Often they are inter-connected. By taking this surgical approach, we can tailor solutions to address the root problems, rather than divert scarce resources on solving problems that do not exist. We provide the foundation on which metrics can be built, processes can be aligned, and training can occur. Organizations should not embark upon a women's initiative without conducting this pre-requisite analysis first.

AUDIT SPECS	
Scope:	Business Unit or Region
Timeline:	2-3 Months
Our Tools:	Surveys, Interviews, Data Analysis
Delivery:	Gender Scorecard and Report

About Orange Grove Consulting

Orange Grove Consulting specializes in research-based women's leadership training and organizational change that improves recruitment, retention and promotion of women across an organization. We address limiting aspects of the current talent pipeline with a focus on addressing the unconscious biases women have about themselves. Our end goal is to create more innovative and productive workplaces.

For More Information

For more information, please visit www.orangegroveconsulting.com.