



# Inclusivity Assessments & Scorecards

Leaders understand the value of an inclusive culture, but the ability to develop and maintain it seems elusive. Our assessment tools help companies identify targeted opportunities for improvement within specific business areas of their organization that can be understood, measured and evaluated over time.

## Our Approach

Our assessments help leaders get clarity on employees' day-to-day experiences around issues of gender and diversity and how those experiences impact company culture. Through analysis of quantitative and qualitative data we gather, we highlight and organize outcomes and recommendations within 12 key business areas. For more in-depth outcomes, we deliver recommendations within 12 KPIs in an Inclusivity Scorecard. Through this process, we bring transparency of wins and opportunities for improved inclusivity, productivity and retention that are specific and actionable.

## Program Description

A successful assessment and implementation requires an advisory committee comprised of senior leaders that lead and take ownership of the process. Beyond that we offer modular options for implementation.

ASSESSMENT OPTIONS	
<b>Vision:</b>	Visioning session with Advisory Committee
<b>Survey:</b>	Company-wide gender and inclusion survey
<b>Interviews:</b>	Selected employee interviews for in-depth feedback
<b>Report:</b>	Reports outline various levels of recommendations
<b>Scorecard:</b>	For a more in-depth analysis, a full inclusivity scorecard is developed based on the assessment

**Orange Grove Consulting** specializes in helping organizations improve gender equity and integrate inclusivity through a set of consulting tools and training programs. Our end goal is to create more productive and competitive work places by uncovering and addressing the hidden and limiting aspects of talent potential and processes that inhibit innovation. Please contact [info@orangegroveconsulting.com](mailto:info@orangegroveconsulting.com) for more information.

## Assessment & Scorecard Value

### Value to Company & Shareholders

- Align vision of equity and inclusion with day-to-day employee experience
- Recommendations are non-theoretical and specific in scope for practical improvements adoption
- Third party gap analysis brings objectivity and industry expertise, as well as guidance to managing new information

### Value to Employees

- Survey participation increases employee engagement
- Understanding the firm's value of equity and inclusion
- Confidence that company is prioritizing competitiveness and innovation through inclusivity