Assessing Inclusion to Accelerate Business Performance

Diverse teams are critical to the thought leadership that accelerates business performance. Inclusive leaders and an inclusive culture, however, are the igniters of diversity. Without inclusion, diverse teams are measurably less efficient and collaborative than homogeneous ones. Employee engagement suffers, as does the ability to retain and advance diverse talent. Assessing and analyzing the number of diverse employees an organization can attract demographically is meaningless without assessing the inclusion issues that determine whether diverse individuals will stay at the company, be engaged, contribute fully and advance through the talent pipeline. This program takes D&I assessment to the next level, examining issues of both diversity and inclusion from an organizational perspective, a leadership perspective, and the perspective of the target demographic.

Elements that are assessed

D&I areas for growth, including:

• Leadership & Accountability
• Strategy & Implementation (including education and learning programs)
• Recruitment & Staffing
• Retention
• Advancement/Performance Management
• Benefits, Services and Work Options
• Marketing and Corporate Communications
• External Stakeholders (Customer Service, Sponsorship and Supplier Relations)

Outcomes Expected

Findings and recommendations report, including:

• A complete understanding of the areas for improvement in every aspect of the business.
• Action steps to improve the recruitment, retention and advancement of diverse individuals.
• Action steps and sustainable methods to create an organizational shift toward an inclusive culture.
• Action steps to improve inclusive leadership behaviors from middle management through the C-suite.
• Increased employee engagement and innovation, if the organization follows through on closing gaps uncovered in the assessment.
Why this assessment is unique:

- Provides a D&I gap analysis of every aspect of business, from H.R. and marketing to internal staffing and external stakeholders.
- All results lead to action steps that can be taken immediately, with or without our support.
- The assessment results are analyzed by experts who have been addressing the needs of enterprise organizations for decades and are considered among the most significant thought leaders regarding best and next practices for Diversity & Inclusion, globally.
- The assessment is not focused merely on demographic numbers, it is focused on the elements of inclusion that are key indicators of business performance and overall organizational success.

Assessment Leaders:

**Denise Pirrotti Hummel, J.D.**

Denise Pirrotti Hummel, J.D., is the Chief Innovation Officer of Lead Inclusively, Inc., a firm devoted to empowering diverse leadership and teams to accelerate innovation and achieve the business results that make diverse ideation an economic imperative. She is a Ted Talks finalist and a member of Marshall Goldsmith’s legacy team, 100 Coaches. She is also a member of the board of the Healthcare Businesswomen’s Association (HBA) and chairs Athena’s Life Sciences Committee. She has served enterprise organizations in over 65 countries around the world. Ms. Hummel is a serial entrepreneur and CEO, having sold her cross-cultural business, Universal Consensus, LLC, to Ernst & Young, LLP, where she became a Principal. Prior to that she practiced employment law and international M&A as an attorney. In addition to performing some of the largest people integrations in the country, Ms. Hummel also tried and won the first class action under the Americans With Disabilities Act in the 1990s.

**Doug Freeman**

Doug Freeman is the former Chief Diversity Officer of Gold Coast Health Plan, a health insurance provider with over 200,000 members. Throughout his career, he has successfully completed over 150 diversity and inclusion consulting engagements over a 17 year period with clients ranging from Disney to the Mayor of London’s Diversity Works program. He is the Founder of the World Diversity Leadership Summit (WDLS), launched in 2004 in Prague, Czech Republic. He is the creator of diversity-Return on Investment (d-ROI), a model which leverages missed diversity business opportunities to generate bottom-line impact. To date, d-ROI engagements have generated over $1.2B in proven cost-savings and revenue growth. Mr. Freeman holds a Masters in Public Policy focused on International Trade and Finance from JFK School of Government- Harvard University and Bachelor of Arts from the University of California at Berkeley.