

# THE ASSESSMENT PROCESS

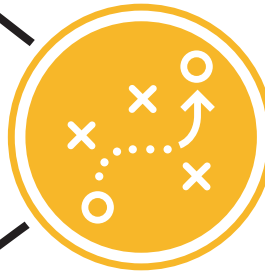
## LISTEN



We start by asking you a series of questions, so you can make your organization's goals and values crystal clear to us.

We help you plan exactly HOW and WHEN to communicate the assessment process to your team in order to optimize their buy-in.

## PLAN



We use the following best practices to compile information. Answers are collected anonymously or kept confidential to maximize data quality.

- Multiple-Choice Survey
- Focus Groups
- Literature Review of Key Documents
- Leadership Interview

## COLLECT



After interpreting the data, we provide your organization's baseline results in the Diversity Executive Summary. (Indicators of Improvement, Indicators of Celebration, Common Themes, Organization Diversity SWOT, Organization Fit, Organization Readiness)

## ANALYZE



Based on our key findings, we recommend how you might use the Diversity Executive Summary to develop specific and practical next steps for your organization.

## RECOMMEND

