Data-driven inclusion insights to set the course on your DEI journey

Building a more inclusive organization can be challenging, and requires a strategic approach to effectively integrate diversity, equity, and inclusion (DEI) to business strategies, policies, and practices.

Many companies and organizations across the U.S. and around the world are making strong internal commitments to DEI, but may not know where to start or how to advance their efforts from basic training and compliance to really bringing inclusion to life for all employees.

Getting a good measure of your organization's current state of inclusion can unlock the insights you need to set the course for your DEI strategies and deliver on your goals, or help you track progress on existing DEI initiatives or commitments. The Workplace Inclusion Inventory is a robust assessment that measures the experience of inclusion, inclusive behaviors, and perceptions of inclusion in the workplace across 6 different dimensions.

The Workplace Inclusion Inventory was designed by Ferdman Consulting to give companies and organizations the data they need to design, implement, and measure their progress in creating an inclusive workplace.

The Inventory is based on decades of experience and a strong grounding in the theory, research, and practice of diversity and inclusion, organization development, inclusive leadership, and cross-cultural management and leadership.

The Workplace Inclusion Inventory is part of Ferdman Consulting's service offering in assessing inclusion in organizations. It can be implemented independently, or as part of a more in-depth study involving stakeholder interviews, focus group interviews, and facilitated workshops. Ferdman Consulting also offers inclusive leadership coaching, to empower leaders to set and implement a data-backed DEI agenda for their organization.

The inventory provides an assessment across 6 indicators to measure employees' experiences of inclusion, inclusive behaviors, and perceptions of inclusion:

- *Authenticity and Voice*
- *Belonging and Respect*
- *Fairness and Equity*
- *Organizational Inclusion*
- *Inclusive Supervision*
- *Inclusion: Behavior and Commitment (Self)*

The Workplace Inclusion Inventory combines 5-point Likert scale and open-ended questions to produce a comprehensive report with analyses of averages across the organization, breakdowns based on demographic categories and organizational identities (e.g., supervisors vs. non-supervisors) as well as synthesized themes from open-ended questions.

The report also provides tailored recommendations based on the organization's goals and DEI initiatives.

	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Mean
Authenticity and Voice (Cronbach's α= .86)											**3.6**
1. My co-workers value my ideas and opinions.	3.5%	(7)	7.5%	(15)	11.5%	(23)	41.0%	(82)	36.5%	(73)	4.0
2. I am comfortable expressing my ideas and opinions to my co-workers.	11.5%	(21)	15.0%	(30)	20.5%	(41)	30.5%	(61)	23.5%	(47)	3.2
Belonging and Respect (Cronbach's α= .85)											**3.7**
3. Working relationships at my organization are based on mutual respect.	2.5%	(5)	9.0%	(18)	16.0%	(32)	43.0%	(86)	29.5%	(59)	3.9
4. People like me have ample opportunities to contribute and to advance at my organization.	9.5%	(19)	12.0%	(24)	24.5%	(49)	38.0%	(76)	16.0%	(32)	3.4

No matter where your organization is on its DEI journey, the Workplace Inclusion Inventory can provide valuable insights to inform your DEI strategies:

◆ DEFINE A STARTING POINT: Your organization is just starting out on its inclusion journey. Maybe you've made your first formal commitment to DEI internally, or you appointed your first DEI-focused roles to lead internal DEI initiatives.

The Workplace Inclusion Inventory is a great starting point: Kickoff your journey by taking a measure of the current state of inclusion at your organization. Set a baseline and communicate the importance of DEI investments to the broader organization or your stakeholders with hard data. These initial insights can spark productive conversations about inclusion in your organization among leadership and employees.

◆ FOCUS YOUR DEI INITIATIVES: Your organization has set DEI goals and implemented programming; you're on your way to building a more inclusive workplace. Now you need to understand how you're progressing, where additional DEI investments are needed most, and how to adjust your strategies accordingly. You may need to demonstrate that efforts to date have been impactful.

Use the Workplace Inclusion Inventory to understand where you're making the most progress in fostering inclusion, and identify remaining opportunities for growth. Data from the Inventory can be broken out into different demographic categories to reveal dynamics that may be impacting your employees: are certain groups, positions, or teams experiencing more or less inclusion than others? This information can empower your DEI leaders to refine your inclusion strategies.

◆ MEASURE PROGRESS AGAINST YOUR GOALS: You're far along in your DEI journey as an organization. You have robust processes, programs, and policies in place to support an inclusive workplace. You need to track progress against the DEI goals you've set and keep tabs on how inclusion continues to shift at your organization over time. Fostering inclusion is a living journey that doesn't end once you've reached a specific point. Growth, leadership changes, new hires, and organizational restructures can all impact inclusion at your organization, and you'll need data to stay on top of these changes.

The Workplace Inclusion Inventory can be implemented on a recurring basis—quarterly, annually, or bi-annually—to track and report on your organization's progress against inclusion goals and investments over time. It allows you to see how perceptions of inclusion shift among different demographic groups (e.g., based on race, ethnicity, age, gender identity, position, tenure, and/or team), and identify challenges as they come up.

Board Inclusion Inventory™

Ferdman Consulting also offers a version of the Inventory tailored for Boards, which often play a key role in DEI initiatives: whether through approving DEI strategies, programming, and funding or even forming DEI-focused committees. It is also important for Boards to have an inclusive culture, not just diverse members. The Inventory can provide insights on the experience of inclusion, inclusive behaviors, and perceptions of inclusion among your organization's Board members.

Learn more at: ferdmanconsulting.com/DEIsolutions