



# ScottMadden's Corporate Responsibility Consulting Services

ScottMadden is a management consulting firm that delivers a broad array of services including **strategic planning and implementation, project management, benchmarking, current state assessments (functional, inclusion, etc.), process improvement, organizational design, change management, and more** across many industries and functions.

## CORPORATE RESPONSIBILITY PRACTICE

Our clients are expanding their strategic priorities to demonstrate accountability for the care and well-being of its employees, the environment, and their communities, in a manner that is ethically responsible. ScottMadden assists clients in executing strategies that address environmental (waste, carbon footprint, supply chain), social (employee, customer and community well-being, DEI, philanthropy, safety) and governance (ethics, leadership, risk) objectives. We use a tactical, hands-on approach, partnering with our clients to identify and implement solutions that drive a sustainable business.



### MATERIALITY ASSESSMENTS & STAKEHOLDER ENGAGEMENT

Engage internal and external stakeholders through surveys and interviews to identify material ESG issues, whether you are at the beginning of or years into your sustainability journey.



### CORPORATE SOCIAL RESPONSIBILITY AND REPORTING

Leverage experience with SASB, GRI, and EEI reporting to help you tell your sustainability story to investors, customers, and other key stakeholders.



### BENCHMARKING

Assess performance, identify gaps, and target high-potential areas to improve overall ESG performance using our benchmarking methodology.



### INCLUSION ASSESSMENTS

Design and execute diversity and inclusion surveys to determine current state of inclusion within your organization and identify challenges. Collect representation demographics.



### PAY EQUITY ASSESSMENT

Perform detailed pay analysis to assess equity across employees. Develop models to test equity related to gender, ethnicity, position, etc.



### STRATEGY, PLANNING AND IMPLEMENTATION

Identify strategies that provide a competitive edge, improve corporate responsibility metrics, and ensure the seamless integration of these objectives into your overall business plans. Provide tactical methods to implement solutions and manage change.

# Experience

## Diversity and Inclusion (D&I) Assessment and Strategy

Advised and supported execution of an organization's D&I priorities and plans. Specific support activities included:

- ✓ Facilitating **development of an organizational vision around D&I**
- ✓ Participating in **employee focus groups** to build understanding and perspective on D&I matters
- ✓ Designing and executing **an inclusion survey**
- ✓ Performing a detailed **pay equity analysis**

## ESG Strategy Assessment

Assisted a client in their initial efforts to develop an ESG strategy. Support included:

- ✓ Conducting a **materiality assessment** to identify and prioritize the ESG issues most impactful to its business and its stakeholders (included surveying employees and board members and desk research).
- ✓ Identifying potential **initiatives, metrics, and next steps** for a formal ESG strategy

## D&I Strategy

Coordinated the design and execution of a multi-year, enterprise-wide D&I strategy and implementation approach for a large client. Working with senior leadership, created a detailed project plan, reporting cadence and performance metrics framework to track results.

## Organizational Placement of Sustainability Function

Assisted a medium-sized company in determining where the sustainability function should reside within the corporate structure and how it should be governed. Identified best practices from similarly sized companies and translated these practices into a recommended structure tailored to the client's unique situation. Support also included the development of a detailed communication plan to help ensure the realignment was a success and would augment existing strategic efforts.

## Mapping of ESG Governance

At the request of the company's board of directors, assisted a large utility's Corporate Sustainability group to map the current state governance of its ESG programs and processes around climate change mitigation/adaptability, environmental compliance, energy equity & affordability, risk management, compliance & ethics, etc. Based on the findings, we identified several recommendations to improve governance.

## D&I Responses to Executive Orders

Supported a federal agency in developing responses to and plans to implement Executive Order 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government and Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce.

## To learn more, contact us today!

Connect with an expert and fast-track your ability to deploy a flexible, results-driven solution to meet your needs.

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