



Planning and Executing D&I Strategy

CHALLENGE

ScottMadden was engaged to help advise on and support execution of a regional healthcare organization's diversity and inclusion priorities and plans, including executive direction and vision and assessment.

PROCESS

- Facilitated discussions with the executive team to help solidify an organizational vision around D&I
- Participated in employee focus groups to build understanding and perspective on matters of inclusion
- Designed and executed a diversity and inclusion survey to determine the current state status of diversity and inclusion within the organization; identify challenges; and establish a baseline
- Performed a detailed pay analysis with the goal of ensuring all employees were treated equitably from a pay perspective. Developed models to test hypotheses related to gender, ethnicity, location, and position.
- Made recommendations to further advance the organization's D&I strategy, including creation of a D&I director position and development of a D&I training plan

RESULTS

- Survey responses were received from 91% of the organization. Identified opportunities to increase belonging, improve communication and awareness, and assess processes and policies related to performance management and retaliation
- Determined that majority of pay disparities were associated with inconsistencies in treatment of relevant job experience. Modeled and made recommendations on pay adjustments
- Interviewed, evaluated, and identified D&I firm to deliver training to all employees and the executive team
- Created a job description for the newly created director of D&I position; participated in interviewing, evaluation, and selection of director. Advised director in development of D&I strategy

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KIM DAVENPORT

Partner and Director of Corporate Responsibility



+1 (770) 301-4444



kimberlydavenport@scottmadden.com

