



ScottMadden's Inclusion Survey

ScottMadden understands that building an organization driven by diversity, equity, and inclusion (DEI) provides the foundation for achieving your business strategy. Our dedicated Community of Expertise (practice area) is focused on providing the tools, leading practices, and thought leadership to support our clients in progressing through their DEI journeys.

DIVERSITY, EQUITY, AND INCLUSION AT SCOTTMADDEN

An inclusive culture is one in which people in the organization feel valued and inspired to contribute. Assessing inclusion requires evaluation of organizational perceptions to behaviors, processes, policies and leadership. ScottMadden's inclusion assessment is comprehensive and measures performance across multiple factors (as seen below) and dimensions of diversity.



ATTITUDE TOWARD DIVERSITY AND INCLUSION
Focused on commitment of company leadership to D&I



LEADERSHIP
Focused on leader behavior within daily operations and the environment created on project teams and support teams



DISCRIMINATION AND HARASSMENT
Focused on policies and procedures relating to discrimination and harassment, employees' comfort reporting harassment, and employees' confidence in the company's response



DIVERSITY AND INCLUSION AWARENESS
Focused on the effectiveness of the existing D&I framework



RECRUITMENT AND HIRING
Focused on diverse recruiting (e.g., candidate sources), diverse firm representation in the interview process, and fairness of candidate evaluation



BELONGING
Focused on employees' sense of fitting in, being heard, and feeling like an important member of the team



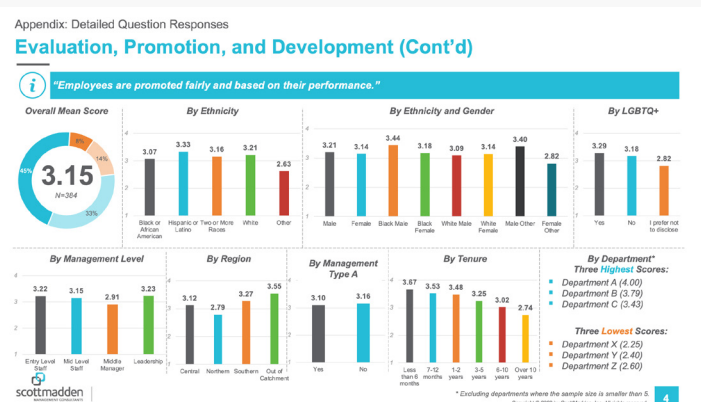
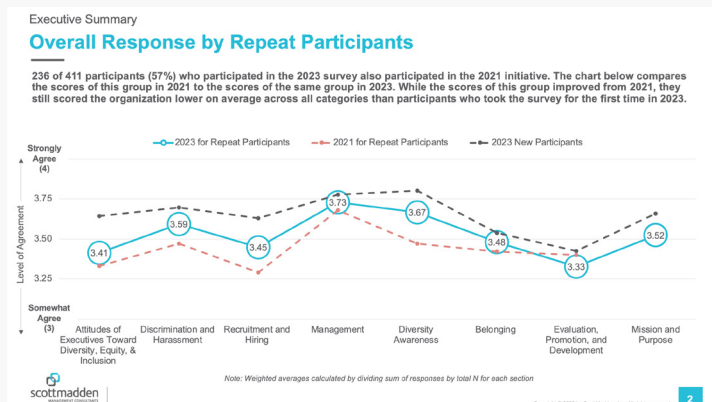
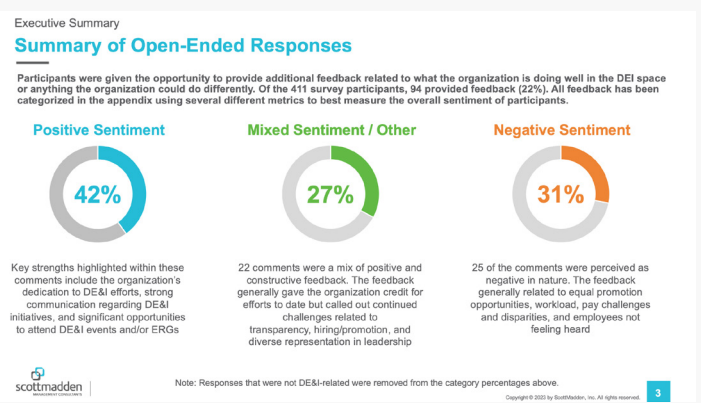
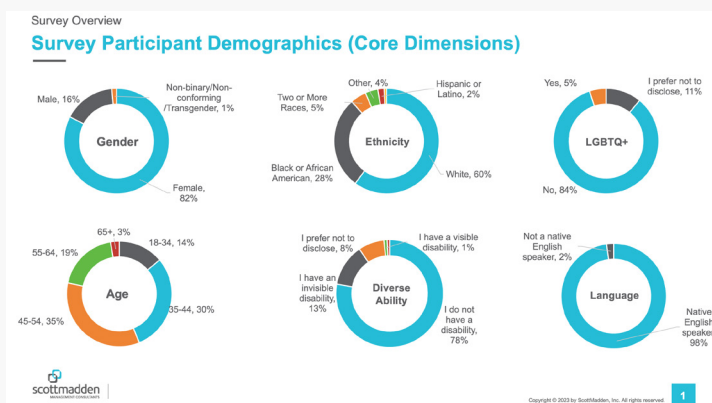
DEVELOPMENT
Focused on the fairness of evaluation, promotion, and development opportunities across the company

Our Inclusion Survey

Survey Objectives

- ✓ Assess perceived levels of diversity and inclusion within the organization
- ✓ Assess the perceived commitment of leaders to diversity and inclusion
- ✓ Obtain a diversity and inclusion baseline in order to measure the effectiveness of current and future initiatives
- ✓ Evaluate the effectiveness of policies and procedures regarding harassment and discrimination
- ✓ Gather information which can lead to actionable results and incorporate approved recommendations into a strategic plan

Example Survey Output



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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