



Corporate DEI Progress Diagnostic

Where does your organization stand on its DEI journey?

Executive Overview

How do you get hundreds of thousands of corporate employees to uphold diversity, equity, and inclusion (DEI) in their day-to-day? That is the challenge nearly every Chief Diversity Officer (CDO) is grappling with in their own organizations. To successfully advance DEI strategy in today's corporate environment, each DEI leader must first understand where their organization stands. This diagnostic is designed to help benchmark and assess how far along your organization is on its DEI journey and where barriers to progress may exist. Refer to the instructions below to get started.

Seramount Experts Have Identified Three Key Stages in the DEI Journey:



Compliance Company

DEI efforts are made to meet the minimum requirements to be legally compliant or a company at the earliest stages of diversity change agent.



Inclusion Company

DEI efforts are considered "standard best practices" and are commonly instituted by organizations that have adopted a dedicated diversity and inclusion change initiative.



Employer of Choice

DEI efforts link to the business case, and organization is a thought leader on workforce development, has an inclusive culture, and truly values every employee.

How to Use This Diagnostic

- 1 Select one answer for each question within five DEI categories on the next page**
 - Independently or as a corporate leadership team, review the list of equitable grading criteria on the next page and reflect on how well your organization upholds each one.
 - Select one answer (A, B, or C) for each DEI pillar that best describes your organization in each category.
- 2 Calculate your final DEI progress score**
 - Calculate your score and refer to the standards at each stage to learn how to transition to a more equitable practice. Discuss next steps as a corporate leadership team.
 - Read the description that corresponds with your results. Discuss with your team where gaps may exist and how to identify the missing information.
- 3 Reference the results and develop your strategy for DEI progress**
 - Strive to reach the next stage of maturity in the coming year. Ultimately, set a goal to develop a comprehensive approach that is not outdated or contradictory.
 - Connect with a Seramount expert to further discuss your diagnostic results.

DEI Progress Diagnostic

This diagnostic is designed to evaluate the following questions:

1. Where does your organization stand on its DEI journey?
2. Which DEI pillars should your organization prioritize as you look to implement or progress your diversity, equity, and inclusion strategy?

The following questions are categorized within various DEI pillars. Select the statement that best reflects the realities of your organization.

DEI Strategy

- A. A Manager or Director-level employee owns the DEI strategy at my organization.
- B. A Head of Diversity who oversees a small team manages DEI strategy at my organization.
- C. A fully dedicated Chief Diversity Officer who oversees a robust, high-functioning team manages DEI strategy at my organization.

Governance

- A. At my organization, DEI is a siloed responsibility with limited scope and resources.
- B. At my organization, DEI is gaining increasing support, and the organization is establishing its initial strategy.
- C. DEI is fully embedded in the organization, with a clear champion and goals to ensure accountability.

Communication

- A. At my organization, there is minimal communication when it comes to DEI goals and strategy and there are a limited number of functional workers who receive DEI communications.
- B. My organization provides regular DEI updates to key stakeholders, but the communication does not trickle down to the rest of the organization.
- C. My organization includes DEI in all organizational strategic communications, including the company intranet, town halls, etc.

DEI Progress Diagnostic

Metrics and Measurement

- A. My organization has minimal data on demographics. The organization has also never completed an official DEI assessment or audit.
- B. My organization has audited or assessed our DEI outcomes. We are also actively looking to improve our demographic data and incorporate it into our DEI strategy.
- C. My company regularly uses advanced DEI dashboards. All necessary data and demographics are shared with the organization on a consistent basis to hold people accountable to goals and measure organizational DEI success.

Learning and Development

- A. My organization offers optional DEI trainings and resources for all employees on foundational DEI topics.
- B. My organization offers optional DEI training and resources on more advanced DEI topics such as unconscious bias or allyship.
- C. My organization offers mandatory DEI learning options and resources for employees as part of their annual performance expectations. The curriculum includes advanced topics such as inclusive leadership and global diversity.

INTERPRETING YOUR SCORE

Sum of checks assigned across all three options:

A

B

C

Mostly *DEI Maturity Stage*

A **Compliance Company**

Your organization has yet to implement many or most of the best practices associated with exceptional DEI strategy. This suggests the potential for large, rapid performance improvements.

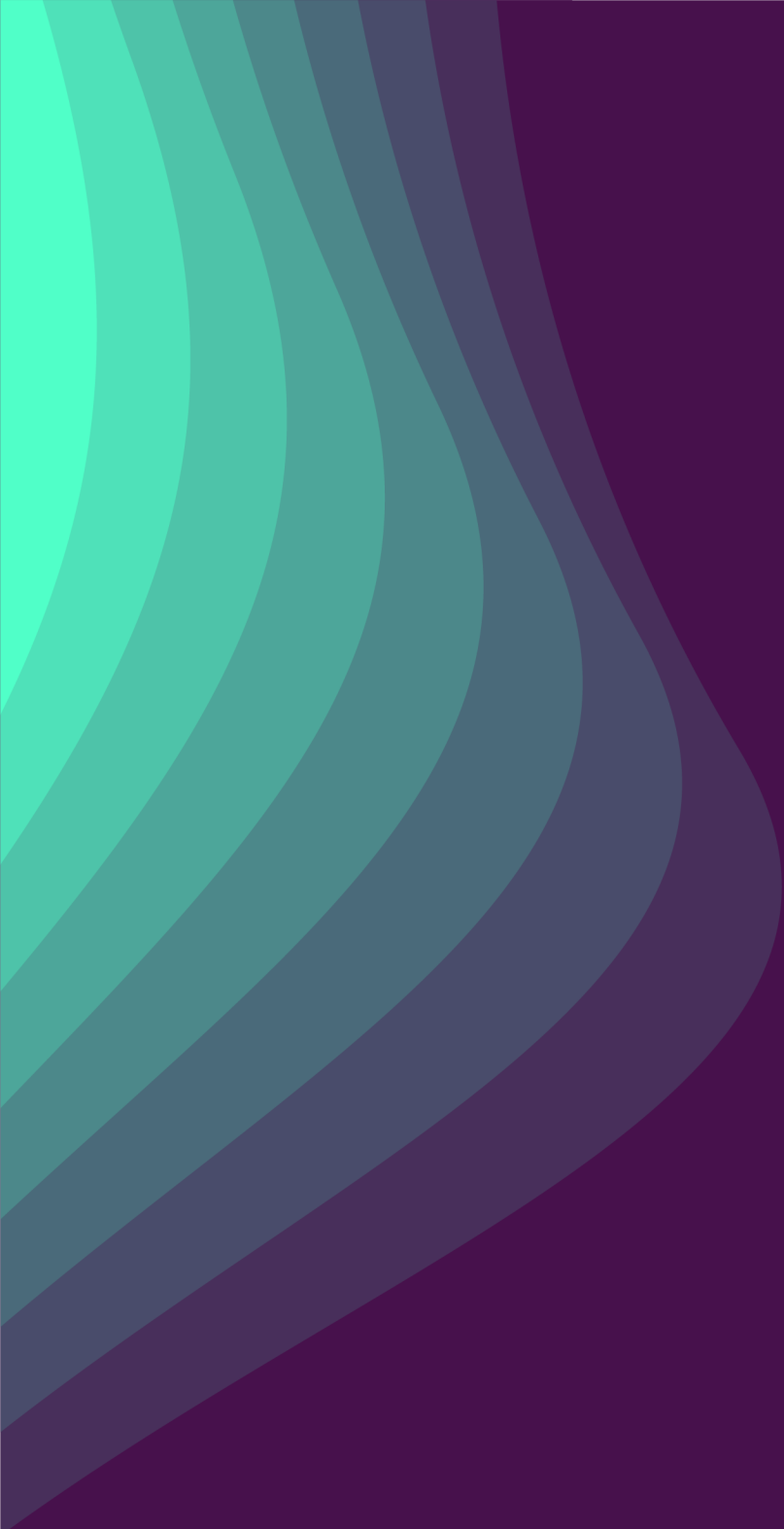
B **Inclusion Company**

Your organization is functioning at a moderately advanced level but still has opportunities to adapt additional best practices around DEI. Significant room for improvement on results is likely.

C **Employer of Choice**

Your organization is functioning at an unusually high standard. Further gains in performance are possible but will require extraordinary levels of focus and innovation to be realized.

Contact communications@seramount.com to discuss your diagnostic results and learn more about how Seramount can help move your organization to the next stage on your DEI journey.



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