

Diversity, Equity, and Inclusion Diagnostic

Getting it right.

Fact Sheet

The promise of a truly diverse, equitable, and inclusive organization can be elusive.

Maybe you are new to the topic and are unsure how to get started. Or maybe diversity, equity, and inclusion (DE&I) has been a priority for your organization for a while but nothing much has changed.

Each organization is in its own place on its journey and faces its own set of challenges.

The questions to ask are:

- Do you have the talent you need?
- Do you have an inclusive culture?
- What barriers does talent from underrepresented groups face in your organization?
- Is a lack of DE&I holding you back from delivering on your strategy?

Using our DE&I diagnostic, we will help you answer these questions.

We help you unleash the potential of all your people and realize the promise of a truly diverse, equitable, and inclusive organization.

One size does not fit all.

Korn Ferry's experts will help you select the diagnostic components to fit your needs. An in-depth quantitative and qualitative analysis will uncover root causes that may be hindering your organization from being more diverse, equitable, and inclusive.

Take the pulse of your whole organization through our DE&I compass. Learn how your employees are experiencing their everyday work environment.

Hear the voice of your leaders and key groups of employees through interviews and focus groups. Understand what it is like to work at your organization from the perspective of your executives and selected groups of employees.

Conduct an inclusive talent management audit. Examine whether your HR practices and talent systems are working equitably for everyone.

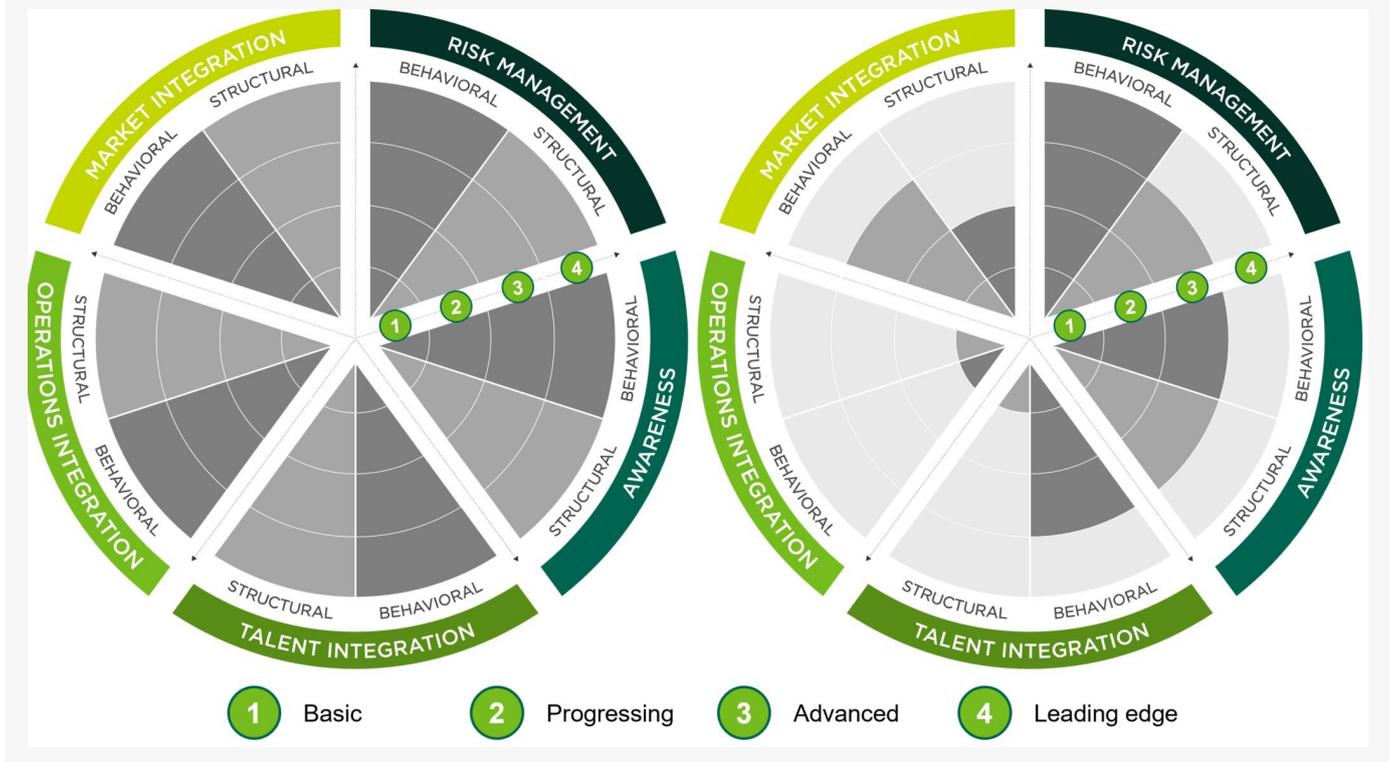
Understand why people leave through regretted-loss interviews. Listen to those who have left and who you would have liked to retain.

Identify where your employees are stuck. Pinpoint problem areas in the hiring, promotion, and retention of key groups through a detailed talent flow analysis with high impact graphs and funnels.

Uncover pay equity issues. Get a scorecard of how your pay and rewards stack up by gender or other demographics of interest.

Determine your DE&I maturity. Explore where your organization falls in its journey. Identify effective practices from peer and/or best-in-class organizations.

The DE&I maturity model.



The DE&I maturity model: How it works.

An organization’s DE&I journey can be plotted along five dimensions: Risk Management, Awareness, Talent Integration, Operations Integration and Market Integration. These are plotted on a continuum from Basic (1), which will generally be a narrow functional focus, to Leading edge (4), where there will be full DE&I ownership by the CEO, leadership team, middle managers, and employees.

Behavioral and structural inclusion.

- Behavioral inclusion describes inclusive mindsets, skillsets, and relationships.
- Structural inclusion describes equitable and transparent structures, processes, and practices that work for all employees and customers.

From insight to action: Take the right steps.

Korn Ferry’s recommendations may include suggestions in areas ranging from communications, employer branding, leadership and employee training programs, to onboarding, creating inclusive talent systems, or reward solutions. We can recommend those actions that will enhance your pipeline, help you advance your underrepresented talent, and create structurally inclusive organizations.

We help you unleash the potential of all your people and realize the promise of a truly diverse, equitable, and inclusive organization, all backed by the breadth and depth of Korn Ferry’s research and expertise.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.