

Diversity Intelligence

Insight for driving change

“ Organisations which embrace diversity and inclusion are more innovative and have a higher return on equity. As such, diversity and inclusion efforts have the potential to help organisations to manage the complexities they are facing currently. ”

Bersin by Deloitte

The strategic challenge for diversity and inclusion

Diversity and inclusion is increasingly positioned as a business imperative - both to meet client and customer expectations and to address talent pipeline shortages. Both challenge and competitive advantage lie in a clear understanding of the current and future drivers that enable organisations to fully leverage the business benefits of diversity and inclusion.

Diversity intelligence - sophisticated yet simple

Diversity Intelligence is a unique deep dive diagnostic that compares and analyses current and desired D&I performance. The diagnostic is tailored to the stakeholder groups that have specific influence over an organisation's approach to D&I, providing a holistic view from a leadership, HR and colleague perspective.

It measures the perception gap of D&I strategy, policies and practices; mapping this against a best practice maturity model. Critically, it maps leadership's strategic intent for D&I against operational processes and delivery of strategy; measuring sentiment and impact on employees.



The output is a clear and detailed analysis of the components that impact successful D&I outcomes. Diversity Intelligence empowers you to make informed decisions about strategy, and how to support plans for the short, medium, and long-term. It provides a framework for sustained culture change; mobilising D&I through business and HR processes, policies and practices.

At a glance...



Data-driven decision making to inform transformation



Powerful analytical reporting and dashboards

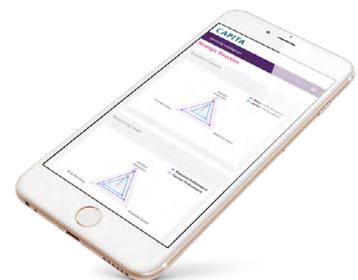


Configurable to customer-specific needs



Measurable framework to drive continuous improvement

Fully optimised for mobile...



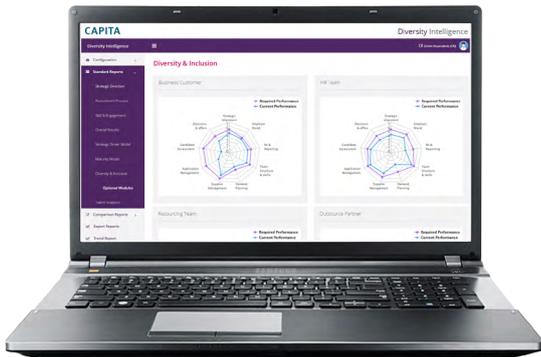
CAPITA

Diagnostic for driving diversity and inclusion to the core of your business

By enabling key stakeholder groups to contribute to the diagnosis, Diversity Intelligence can provide insightful comparative reporting across the components that impact on successful diversity and inclusion outcomes:

1. Stakeholder comparison

A detailed comparative analysis of the priorities and aspirations of your Leadership, HR and employees, across the key areas of D&I strategy, policy, process and practice.



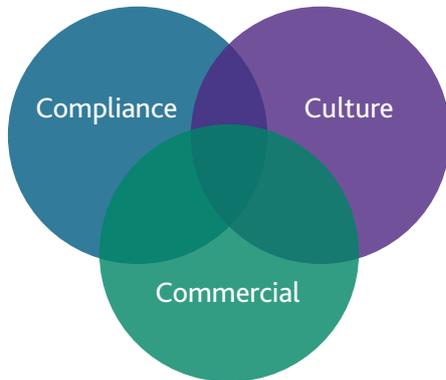
2. The maturity model

The current and future desired state is mapped against the maturity model to aid organisational understanding of D&I performance against best practice measures.



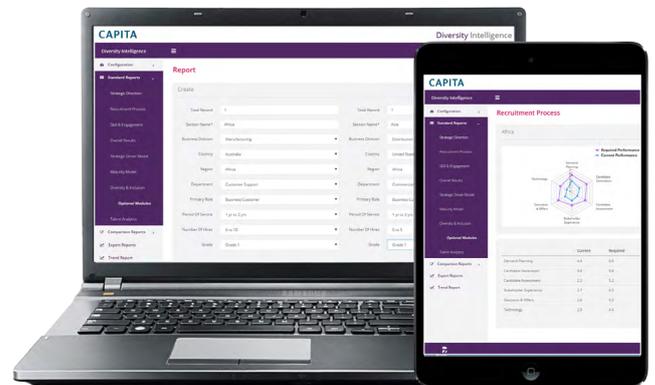
3. '3C' Strategic Driver Diagnosis

A simple, compelling model to evaluate the strategic influences that are prevalent within your organisation, in order to establish the real priorities and drivers for D&I.



4. Demographic comparisons

Enables you to compare outcomes by community group in order to identify education, training and awareness interventions for segments of your workforce.



Diversity Intelligence provides the insight you need to understand the diversity and inclusion priorities of your organisation, allowing you to deliver sustained culture change and ultimately to leverage the business value of diversity and inclusion.

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We | Listen Create Deliver