



# Organizational Climate Assessments

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WHAT YOU NEED TO KNOW

# Why Climate Assessments are Important

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CRITICAL TO THE SUSTAINABILITY OF YOUR DIVERSITY, EQUITY, AND INCLUSION STRATEGY.



LEVERAGES REAL DATA TO MAKE INFORMED DECISIONS AROUND THE EMPLOYEE EXPERIENCE.



ALLOWS FOR THE STRATEGIC AND MEASURABLE EVALUATION OF CHANGE OVER TIME.



# What is a Climate Assessment

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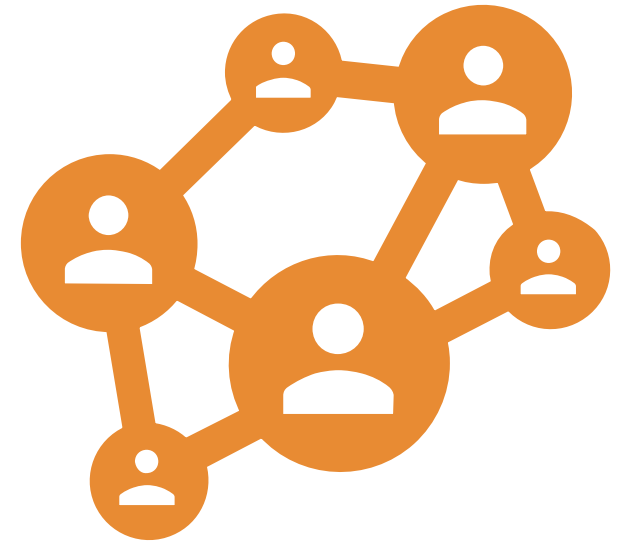
- ❖ Measures current state of the organization through data collection from various sources.
- ❖ Can be used for: diversity, equity and inclusion; employee engagement and/or satisfaction; organizational culture; and operational efficiency.
- ❖ Measures employees' thoughts, feelings, beliefs, and perceptions on how they are experiencing the organization.




# DEI Climate Assessment Areas of Focus

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- ❑ Policies/Practices
- ❑ Recruitment/Selection
- ❑ Retention
- ❑ Pay/Promotion
- ❑ External DEI (partnerships, social media channels, external relationships - vendors, members)
- ❑ Organizational culture (belonging)







# DEI Climate Assessment Activities

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## All Employee Survey

- Use a standard survey analysis methodology to determine areas of strengths, cautions and improvements.
- Should include quantitative (Likert scale) and qualitative (open text) questions.

## Leadership Interviews

- One on one interviews with leaders of the organization completed by an objective interviewer (Human Resources).
- Add in a leadership survey to provide more quantitative data.

## Review of Organizational Data

- Employee Handbook/ Code of Conduct.
- Performance Management Process / Compensation Matrix



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