Organizational Climate Assessments

WHAT YOU NEED TO KNOW
Why Climate Assessments are Important

- 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

❖ 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

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

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
- Performance Management Process / Compensation Matrix
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