Illuminating Perceptions to Create an Inclusive Work Environment

In today's world, we have many opportunities to embrace and engage the differences of the individuals we manage and with whom we work. It may be differences based on factors such as culture, ethnicity, race, gender identity, religion and socio-economic status or even differences in how we approach work and communicate with one another. By understanding ourselves and others, we can translate that knowledge into actions and behaviors that have a positive impact on our organizations.

The **Spectra Diversity Inclusion Assessment™** (**SDIA)** provides a Diversity and Inclusion (D&I) path forward for organizations of any size.

Spectra Diversity Inclusion Assessment™ (SDIA)

Instead of implementing "cookie cutter" solutions for D&I, the SDIA provides internal and external D&I consultants a unique opportunity to tailor change efforts based on the identified needs of the group or organization.

The SDIA is delivered to leadership, employees and managers/supervisors. All participants remain anonymous. Two reports are generated. The organization report helps to assess areas of organizational strengths or need. The individual report facilitates individual growth in both beliefs and skills.

The SDIA is the first of its kind validated assessment to provide direction for organizations and individuals, essentially two assessments in one.

The SDIA is designed to help encourage conversation and facilitate education of diversity and inclusion. When organizations implement the SDIA, employees will be asked to complete a series of questions about the organization and themselves that will produce an individualized report about the employee's beliefs and interpersonal skills related to D&I. In addition, employees will answer questions about the organization's management, culture and practices, policies and procedures.

The SDIA is intentionally designed at a level suitable for use across a broad spectrum of employee populations—written at a basic level to support its validated results and participation.

The SDIA asks what your organization is willing to do to be more inclusive and provides Five Simple ABCDE Actions to help you get there:

1. **Acknowledge** unconscious bias
2. **Be** present and pause
3. **Consider** the other person's point of view
4. **Determine** what to do differently
5. **Engage** others through dialogue

What the SDIA Delivers:

Organization

Knowing where the organization's commitment lies on diversity and inclusion matters greatly. An organization that recognizes how diversity and inclusion directly impacts employee engagement and innovation is a forward- thinking, inclusive organization. Where employees believe their organization is invested in diversity and inclusion efforts and that all stakeholders (leadership, management, employees, customers, partners) are welcomed, valued, respected and heard.

Research suggests that these are higher performing and innovative organizations. Powered with qualitative and quantitative data, the SDIA enables organizations to understand where they are in their diversity and inclusion journey:

- **Management** – how management sees itself and how employees see management in terms of diversity and inclusion

- **Culture** – the organizational norms and beliefs

- **Policies, Practices and Procedures (3Ps)** – how diversity and inclusion efforts are put into practice on an organizational level

Individual

To understand others, it is important to begin with understanding yourself. This self-awareness can help you become more sensitive about how your behavior might affect others. The SDIA also assesses respect for others. When you display openness and non-judgmental behavior, it demonstrates that you value the diversity of others in the workplace. In turn, behavior is directly influenced by your self-awareness and interpersonal skills. By being self-aware, you are able to identify your belief system that drives your behavior. By understanding that, you can further choose to adapt behavior to be more inclusive of others in the workplace. The SDIA measures the following:

- **Beliefs** – self-awareness and personal beliefs related to diversity and inclusion

- **Interpersonal Skills** – putting inclusion into action

SpectraDIVERSITY
Powering Inclusive Cultures