



Assessment



COHESION
COLLECTIVE

Equality | Diversity | Inclusion



Assessment

An essential **first step on your EDI journey is identifying the inclusion challenges within your organisation**. This will be used to tailor interventions to your requirements and create a bespoke pathway to transformation. While there may be a known issue in the organisation, it often takes an outside, objective assessment to identify all areas where intervention is necessary – to spot the first ripples of a potential problem rather than allowing it to fester and build into a tsunami. The assessment is also essential in order to ascertain the scope of the issues that arise and engage those affected by it, both positively and negatively. **This is key to creating long-term change.**

Outcomes

- Identify behavioural, structural and people barriers to inclusion
- Provide recommendations on how to unlock these barriers

Deliverables

The Inclusion Assessment Report, which includes:

- Organisational EDI insights and benchmarking metrics
- Data breakdown
- Recommendations & next steps

CoCo will also hold feedback sessions explaining our findings, both for leadership and for the entire workforce.



Assessment Elements

The assessment process includes the following elements:



In order to truly understand an organisation, it is essential to gain insights into the daily experiences of those who work there. Through carefully-selected **focus groups**, we create a space for participants to share their employee experiences in a small-group setting. We also hold **one-on-one interviews**, speaking to pre-identified representatives of different levels and departments, selected focus group members, and former employees (**leaver interviews**).



Both qualitative and quantitative data is meaningless without thoughtful examination and review. In addition to analysis of the data gathered in the interview stage, particularly the **Exit Interview Analysis**, our **People Data Analytics** tools allow us to cluster data and find themes, outliers and points of interest, looking specifically at new hires, promotions, dismissals and income differentials. We also conduct an **Engagement Survey Analysis**, exploring the most recent results through an inclusion lens. At the end of this process, we design and disseminate a **customised Inclusion Survey** to answer any questions that remain unanswered or uncover more details where needed.



The experiences of those working in an organisation must be understood within their structural or policy context in order to make meaningful recommendations to address issues that arise. In many cases, oversights at a policy level can unintentionally lead to exclusionary practices being tolerated. Our **Policy Benchmarking Exercise** involves benchmarking key policies against local, global and industry-wide standards and reviewing them through an inclusion lens.



Once the data has been collected, collated and analysed, we draft our **Inclusion Assessment Report**. We then liaise with the organisation's leadership to get their feedback before finalising the report. Organisation-wide town halls are used to share the report's findings and outline the next steps.





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Thank You

Take the next step on your journey with us.

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