



Monitoring + Evaluation



COHESION
COLLECTIVE

Equality | Diversity | Inclusion



Monitoring & Evaluation

Embedding and sustaining inclusive behaviours and structures requires constant monitoring, refreshing and evaluation. As such, CoCo offers a range of tools to assist in keeping the inclusion focus top of mind. These **tools** are designed to **empower leadership** to keep their **finger on the pulse of their organisation's EDI journey** and **track strategic targets in real time**. In addition to data, constant engagement – allowing people to speak up and speak out – is required to achieve inclusion. CoCo has created platforms to enable employees to share incidents and suggestions without the fear of reprisal or being disregarded that an internally-created platform often inspires. It is only by consistently assessing and adapting that profound, lasting change can be created.

Outcomes

- Reliable tracking of organisational targets
- Customised talent dashboards (hiring, etc.)
- Trend identification and monitoring
- Understanding of employee concerns, enabling solution creation and appropriate action to be taken
- Empowerment of whistleblowers to create a culture of self-regulation without fear
- Monthly certified incident and suggestion reports
- Improved employee engagement



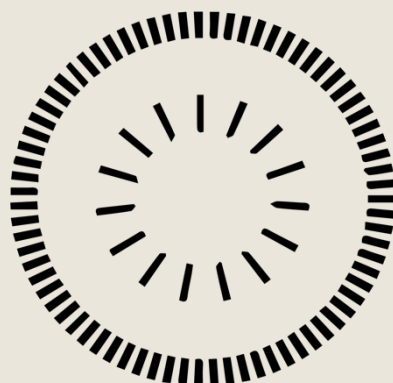
Monitoring & Evaluation Services

Inclusion Suggestion Box

Often the power dynamics in organisations act as inhibitors of employee engagement and open communication. The Inclusion Suggestion Box creates a space for employees to voice their thoughts anonymously on what the organisation can do better/more of when it comes to inclusion in practise. The email account set up for the organisation is run, hosted and managed by CoCo, creating a sense of impartiality and safety for all. Any urgent submissions will be flagged for immediate attention, eliminating the possibility of any suggestions being missed or received late. We then provide monthly reports to clients on submissions received and how they can be implemented.



In many cases, employees may not feel able to safely report incidents that they experience or witness that frustrate inclusion and equality or may be discriminatory. **This external, anonymous 'tip-off line' creates a safe space for employees to raise their voices without fear of reprisal or disregard.** All incidents reported to the inbox are independently evaluated and urgent matters are immediately flagged and brought to the attention of the relevant leadership. As with the Inclusion Suggestion Box, this email account is run, hosted and managed by CoCo, ensuring objectivity in assessment of all reports. A monthly report is provided to clients on incidents reported and how to address them.





COHESION
COLLECTIVE

Thank You

Take the next step on your journey with us.

Contact our team at hello@cohesioncollective.com or
our WhatsApp line number: +27 72 617 5301

www.cohesioncollective.com

