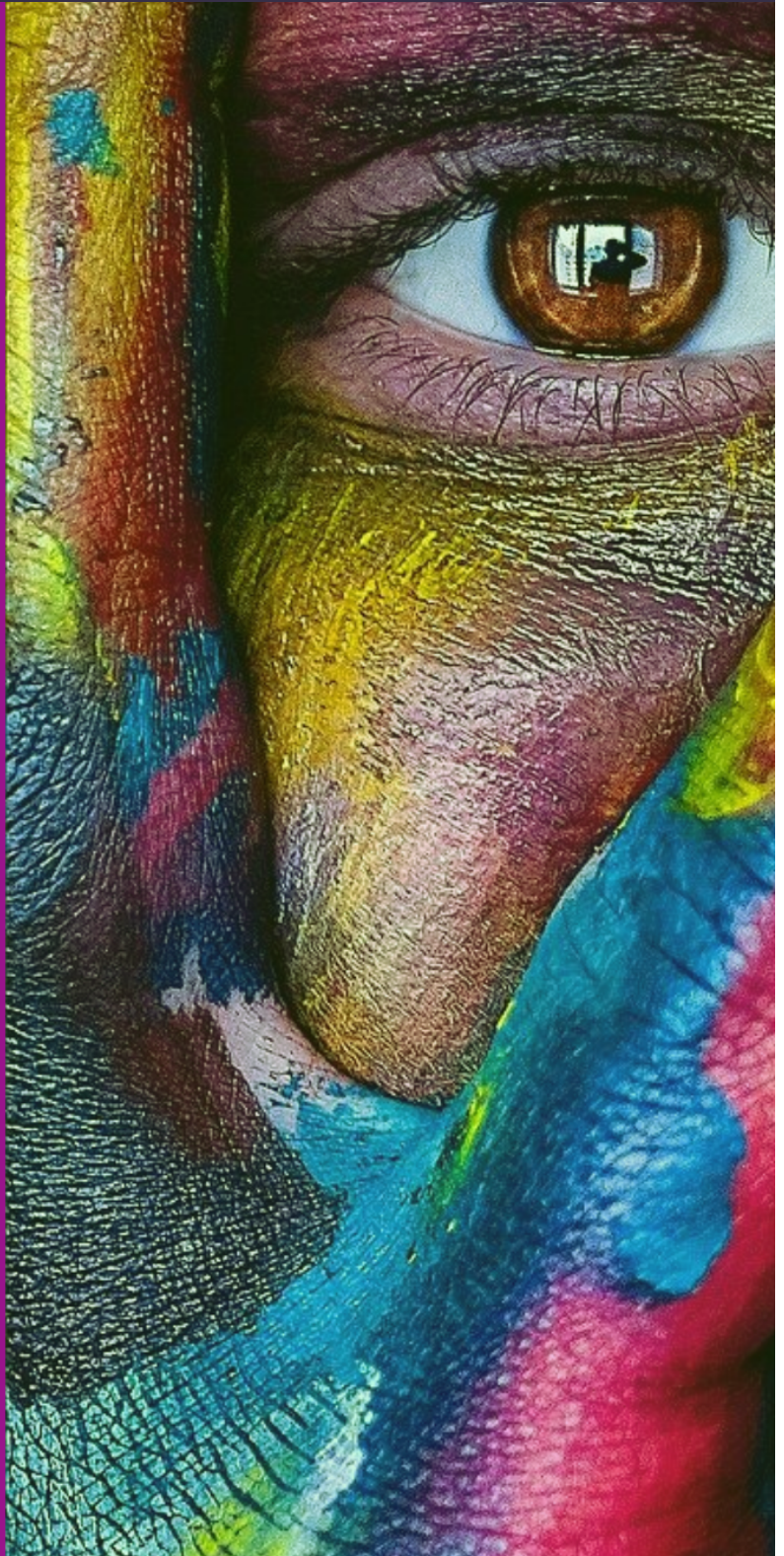


EMERGE DEI
• 100%
SCORECARD™

DIVERSITY.
EQUITY.
INCLUSION.





What is a DEI Assessment and Analysis?

DEI stands for “Diversity, Equity & Inclusion” - it refers to how organizations have embraced and implemented DEI best practices within their cultures and the level of commitment to DEI implementation within organizational policies, procedures, operations, human resource practices, customer engagement, vendors, and key stakeholders. We like to say that diversity is what an organization looks like. Equity is about leveling the playing field. Inclusion is what it feels like when one works within the organization or engages in service offerings. The elements of a DEI assessment and analysis are qualitative and/or quantitative in measure; and, when implemented effectively organization's thrive.

At The Osborn Group, LLC, we have researched, studied, and applied the best practices for DEI implementation and that effort has resulted in the creation of our proprietary scoring system

called The EMERGE DEI Scorecard™ and The DEI Index™. The assessment scorecard helps organization's identify their level of DEI maturity and the corresponding strengths, weaknesses, and opportunities that exist for developing DEI best practices. The comprehensive assessment further measures where an organization is currently at on the DEI Index™. The summary scorecard report provides specific recommendations to organization leadership teams regarding an accurate review of the organization's current DEI best practices and insights for moving toward actualization and DEI implementation maturity.

**Diversity is what it looks like.
Equity is about leveling the playing field.
Inclusion is how it feels.**



The Measurement Categories

SIX FOCUS AREAS

Emerge

“
64% of job candidates
say that diversity,
equity, and inclusion is
a contributing factor in
their decision to accept
a job offer.
”

HOW WE MEASURE DEI?

Measuring an organization's DEI is both a quantitative and qualitative analysis and effort. To accomplish this goal, The Osborn Group, LLC has considered DEI standards and best practices in developing our proprietary EMERGE DEI Scorecard™ and outlined 6 categories for which diversity, equity, and inclusion are reviewed.

- **Executive & Board**
commitment to DEI as a core value.
- **Maturity** of organizational policy alignment to DEI Best practices.
- **Equality/Equity** in compensation / performance metrics, evaluations and HR
- **Resource** allocation of DEI best practices for vendor/supplier diversity.
- **Gauging** awareness of DEI across organizational channels, employees, and stakeholders.
- **Examining** accountability in DEI monitoring.

DIVERSITY, EQUITY & INCLUSIVE STATISTICS:



36%

Diverse companies are more likely to financially outperform their peers -
Ethnically diverse by 36% ; and,
Gender diverse by 25%

“
The business case for diversity, equity, and inclusion is stronger than ever! Don't get left behind.
”

Organizations failing to adopt gender diversity are seeing negative penalties as high as -19% where financial performance is concerned.



-19%



30%

Executive teams with more than 30% women are more likely to outperform those with fewer or no women.

Employers and organizations are lagging in specific efforts for DEI. 52% of employer responses on social media indicated positivity toward those making diversity gains; while, 61% of responses indicated negativity toward inclusion gains. There is work to be done!

A resounding 64% of job candidates say "that diversity, equity, and inclusion is a contributing factor in their decision to accept a job offer."



64%

WHAT IS YOUR SCORE?

What is the next step for your organization? What is your score? How do your DEI best practices work to attract top talent to your organization, promote diversity, equity, and inclusion internally and externally through a focused lens?

The EMERGE DEI Scorecard™ developed by The Osborn Group, LLC will help you assess where you are, where you need to be and what steps it will take to get there.

EXECUTIVE & BOARD COMMITMENT
MATURITY OF ORGANIZATIONAL POLICY ALIGNMENT
EQUALITY/EQUITY IN PERFORMANCE METRICS & EVALUATIONS
RESOURCE ALLOCATION VENDORS
GAUGING AWARENESS
EXAMINING ACCOUNTABILITY

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We put the WOW in business!™



**DIVERSITY.
EQUITY.
INCLUSION.**

