

DEI Strategy Review

What will we do together?

For DEI strategies to be effective, they must be comprehensive, org-wide, and speak to an organization's staff and leadership and their ambitions and fears regarding DEI. For many organizations, existing DEI strategies often only focus on one area such as hiring at the expense of others. For these clients, Justice Informed offers DEI Strategy Review support to update an existing DEI strategy.

Through staff focus groups, interviews, and detailed policy review, Justice Informed can provide expert recommendations on an existing DEI strategy based on staff feedback as well as our own analysis of themes and data. Following this work, Justice Informed can provide its updates to incorporate new areas of focus, new challenges, or new initiatives to an existing DEI strategy.

By the close of this engagement, clients will leave with a refreshed DEI strategy that is more tailored to staff and leadership goals and the organization's needs



Anonymous feedback on progress and where to course-correct

Deeper insights and quotes on staff experience



Detailed notes and recommendations on policies and overall DEI strategy

The Services

- 1 Focus groups
- 2 Document and policy review
- 3 Observations Report & DEI Strategy Recommendations

Who is this for?

Although a DEI strategy is crucial for the success of any DEI program, not all DEI strategies are created equally, with only 9% of employees rating their organization's DEI strategy as effective. Ineffective DEI programming has been shown to lead to employee burnout and resentment, wasted money on ineffective initiatives, and no traction on DEI goals.

The need for a comprehensive and relevant DEI strategy is crucial. For those organizations with existing strategies, Justice Informed can provide its review to ensure these pitfalls are addressed and that your strategy truly speaks to the ambitions and challenges of your staff.

For more information about Justice Informed's Services, please visit www.justiceinformed.com or reach out at info@justiceinformed.com

The Testimonials

"The final report and presentation took complex issues and made them readable and easy to follow. The roadmap and charters allowed us to move quickly and with real strategy."

"The richness and depth of the process, the engagement of the committee, and listening to us during the entire process was really, really great."

"The focus groups provided qualitative data to give a narrative to a felt experience."

"With the help of Justice Informed we were able to completely shift the way we talk about DEI. It has changed the way we work."