

In business, what gets measured gets done.

Why should DEI be any different?

Diversity, equity, and inclusion (DEI) is much more than a one-off, HR initiative. DEI done right is embedded in the fabric of a company's culture, its overall strategy, and is considered in every business decision, at all levels of the organization. Most importantly, the purpose of DEI is to help us all be better humans at work.

But how do you know if you're achieving your DEI goals if you aren't **tracking progress** and **measuring against long-term goals**? How do you know if you're getting the ROI on your DEI programming and budget without assessing the impact of these efforts?

Measurement is necessary for determining where to focus your efforts according to the unique needs of your people. It can be difficult knowing how to best invest in DEI, or which initiatives will have the most impact. Measurement provides insight and direction to more effectively achieve the right DEI outcomes.

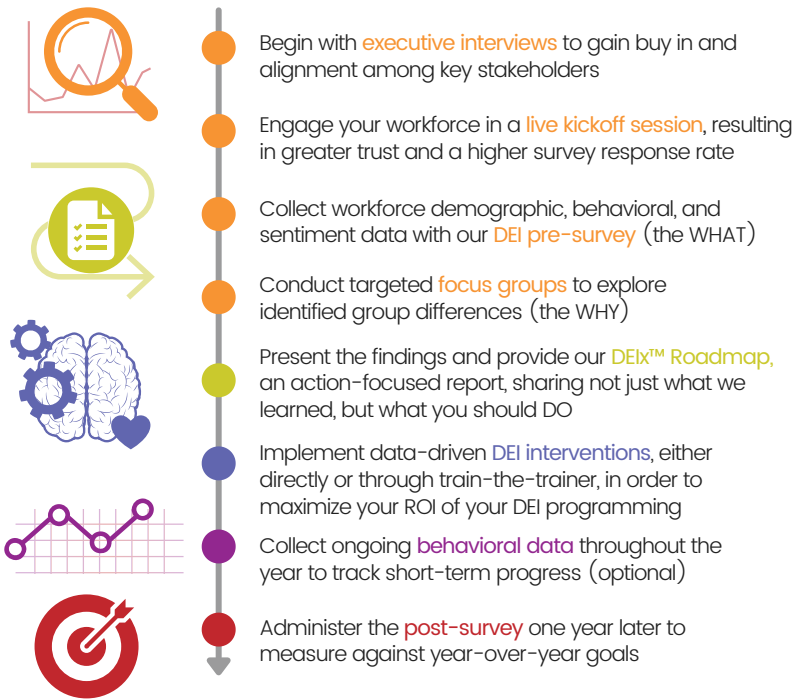
Not just measurement, but actionable next steps

Most DEI survey providers stop short at analysis and reporting. With Mattingly Solutions, you not only get DEI metrics to track progress and measure goals, but data-based recommendations on what to DO to create a more diverse, equitable, and inclusive organization. We help you make sense of your findings and co-create a DEI implementation plan, aligned to your DEI strategy with targeted interventions to help you move the needle on outcomes that matter most to your people.

The Mattingly Inclusion and Belonging Assessment™ (MIBA) is a robust, data collection process (30-item survey, executive interviews & targeted focus groups) that assesses demographics, employee perceptions of equity, frequency of inclusive behaviors, and feelings of belonging. It results in data-driven recommendations to advance DEI—directly from your employees.

Our Process

Rooted in our DEIx Framework, explained on next page and at www.mattinglysolutions.com/our-approach



Case Study

Industry
Information Technology

Number of Employees
850+

Client Problem

The Director of DEI was unclear on how to turn their DEI strategy into action, how to prioritize their DEI programming, and deciding on which metrics to use to assess DEI goals.

Solution

We administered the MIBA™ across the entire workforce, splitting the data by demographic group and their role in the company (e.g., leader level, tenure). The survey assessed important DEI behaviors and attitudes, and only took an average of 10-minutes to complete.

What we learned

Although perceived inclusion was rated moderately favorable overall, when splitting the data by sub-groups we found that the Black and LGBTQ+ communities did not feel as included. Inclusive leadership behaviors were scored the lowest. And the lowest item overall was about using inclusive language.

Actionable Next Steps

- ✓ Tie a 20% increase in inclusion to performance goals
- ✓ Launch ERGs for the Black & LGBTQ+ communities
- ✓ Leadership training and accountable behavior change
- ✓ Build an inclusive language glossary and educate the workforce on how to access and use it



"I love the enthusiasm you brought to the presentation. I can't wait to hear what our staff thinks."

—Financial services client after the live kickoff session

13x

Companies with highly effective DEI programs are **13 times more likely** to collect important DEI metrics



Who is Mattingly Solutions?



Victoria Mattingly, PhD
CEO, Founder

Mattingly Solutions is a woman-owned diversity, equity, and inclusion (DEI) consulting firm rooted in organizational psychology, a scientific approach to improving the human experience at work.

Our team's training in Industrial Organizational (IO) Psychology equips us with the expertise to leverage science, statistics, and psychology to improve the human experience at work. IO psychologists bring to the table an ability to use our statistical training to understand the science of work.

Our team are experts in measuring behaviors and attitudes at work to generate actionable insights for our clients. We turn DEI into a science.

Our clients can be confident using our evidence-based recommendations when making DEI programming decisions that, when implemented, are likely to lead to high-impact results.

Bound by high standards for practice and ethics, we provide our clients the valid and innovative solutions they desire.



Sertrice Grice, M.S.
Chief Consulting Officer



Kelsie Colley, M.S.
Data Scientist

Check out the rest of our team at: www.mattinglyolutions.com/team

DEIx™ Framework

Our approach to partnering with clients to ensure a data-driven strategy and implementation plan fitted to your organization.



DEIx™ is the integration of DEI best practices and user experience methodology. DEIx™ encompasses all aspects of an employees' experience with the company in relation to how diverse, equitable and inclusive it's culture, policies, and its procedures are.

Using our DEIx™ Framework, we help clients build data-driven DEI strategies and implement behavior change interventions focused on:

- Measurement (baseline & ongoing)
- Organizational service design, and
- Inclusive behaviors & allyship
- Program evaluation

While most DEI service providers jump from **diagnostics** to **intervention**, we **partner** with our clients to co-create an implementation plan to ensure the RIGHT work for YOUR PEOPLE gets DONE.

Learn more at: www.mattinglyolutions.com/our-approach

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