



holistic

DIVERSITY, INCLUSION AND EQUITY

How Holistic Attacks These Challenges



OVERVIEW

- A frequent challenge faced by companies involves fostering a diverse, inclusive, and equitable environment.
- Our research shows that the vast majority of companies, while they are sincere in fostering these sorts of environments, have limited plans, policies, or supportive infrastructure to achieve these goals.
- Holistic is able to use a multi-faceted strategy to help organizations recapitalize their focus and create the foundation for these sorts of environments, so that companies may realize the tremendous benefits.

DATA / MEASUREMENT

- The process starts with data collection. Through the Holistic Inclusion Analysis as well as several of our other products, we collect an enormous amount of data that informs decision-making.
- We will put in place infrastructure and software products to help measure diversity, inclusion and equity across key areas: hiring, on-boarding, compensation, review practices, the employee experience, and general office environment, among others.
- The creation of these metrics not only fosters a playbook for improving the environment at the company, but it creates a foundation for measurement of progress.

BEST PRACTICES / POLICIES

- We have identified a series of best practices / policies that are applicable across many organizations, and we will help deploy these policies within your organization with a bespoke, customized solution.
- We will also analyze your existing policies and determine specific areas of need that are relative to your company's challenges, values and needs.
- Finally, we will help communicate the evolution of your policies and practices to your employees, your clientele, and the world.

CONSULTING SERVICES

- Specific consulting services are focused on listening to the various challenges that have been faced at a specific company, and addressing them directly.
- These challenges are often very specific and reflective of the particular line of business of the company, but might include: reflecting diversity and inclusion during the client acquisition process; diversifying your board; addressing allegations of harassment or other behavior; or inclusion and retention of employees who represent underserved populations.
- This approach ensures our solutions are customized for our clients needs as well as the constantly evolving business landscape.

TRAININGS

- Holistic, through our own work and our partners, offers a variety of training resources that are deployed as a part of our solution.
- These sessions include unconscious bias / bias awareness training; sexual harassment training; and general leadership development training. They also include specific trainings, such as a proprietary training focused on helping male business leaders create a positive environment for women at work.
- We will be collecting data and measuring the impact of these trainings and using it to further inform our efforts.

VALUES / LONG-TERM PLANNING

- Finally, we work with our clients on crafting their values and setting long-term goals for improvement in this space.
- By tying a focus on values and long-term planning to our process, we are able to ensure that the work we've done has impact on the organization far into the future and are able to help the company move its focus to new challenges without the fear of regression on key issues.
- As always, this process is based in data and measurement and includes the creation of key metrics that will be used to analyze and evaluate progress.

CONCLUSION

- Matters of diversity, equity and inclusion are critical issues facing virtually every business in the United States, and the importance of these matters is only growing.
- Our work has demonstrated that there are many ways of attacking these challenges that are measurable, practical, implementable, fair, and sustainable.
- In focusing on these matters, companies can gain the benefits of a diverse, inclusive and equitable environment -- growing faster, retaining employees longer, and overall having a more positive impact on the world around.