

DEI RISK ASSESSMENT

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CONSULTING

What is a DEI Risk Assessment?

In partnership with SHRM, DCI's industrial-organizational psychologists, labor economists, and human resources compliance experts can assess your organization's diversity, equity, and inclusion (DEI) efforts, including policies, procedures, processes, and analytics, to ensure they are aligned with equal employment opportunity obligations, recent federal government guidance, and principles of non-discrimination.



IS IT ILLEGAL DEI?

6 KEY QUESTIONS TO ASK

- 1 Is there a quota?
- 2 Is there a preference?
- 3 Is there a set aside?
- 4 Does it supersede merit?
- 5 Does it exclude based on protected characteristics?
- 6 Is there illegal harassment?

Processes, Policies, and Procedures

Relevant processes, policies, and procedures your organization may want to assess using **the six key questions**:

- ERG charters
- EEO taglines
- Data protocols
- Demographic data collection processes
- Outreach recruitment efforts
- Training
- Company values
- Reasonable accommodation policies and procedures

Analytics and Metrics

Relevant analytics and metrics your organization may want to assess using **the six key questions**:

- DEI goals or targets
- Executive incentives
- Diverse slates
- Hiring, promotion, and termination data
- Recruitment and Selection strategies and structures
- Compensation equity analyses