

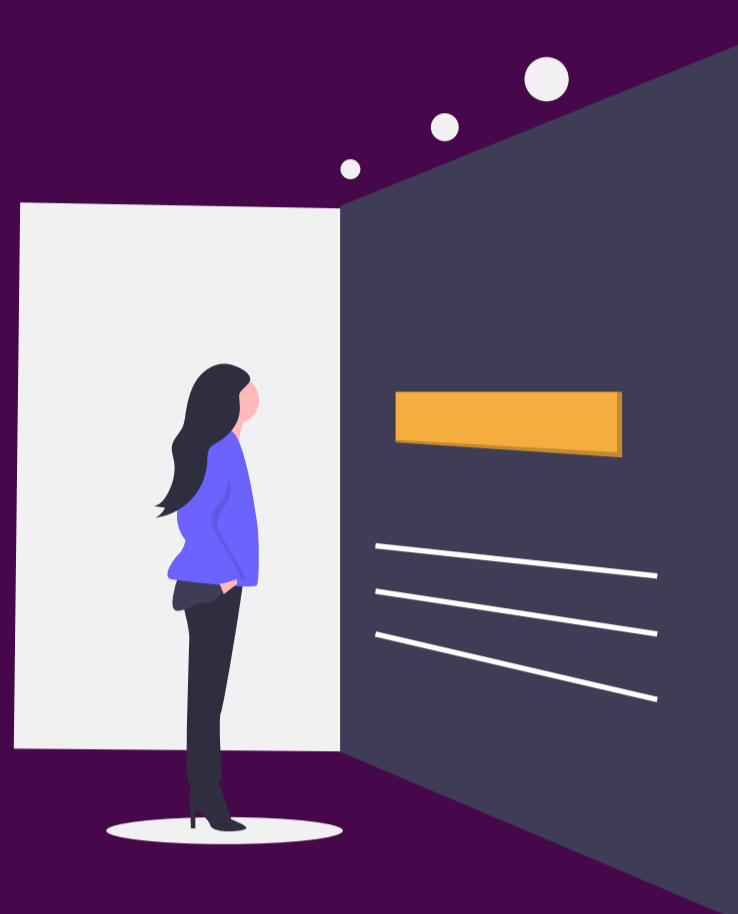


Case Study

How we helped a fast-growth tech company outperform peers

2019

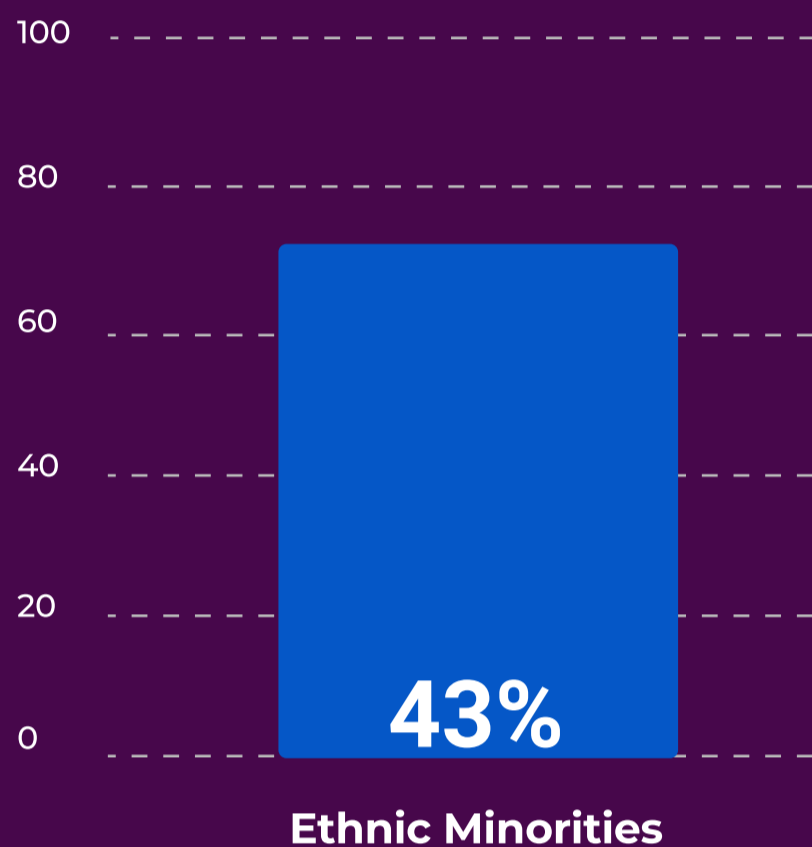
Diversio made strategic recommendations and created a customized Action Plan to help our client retain and advance diverse talent



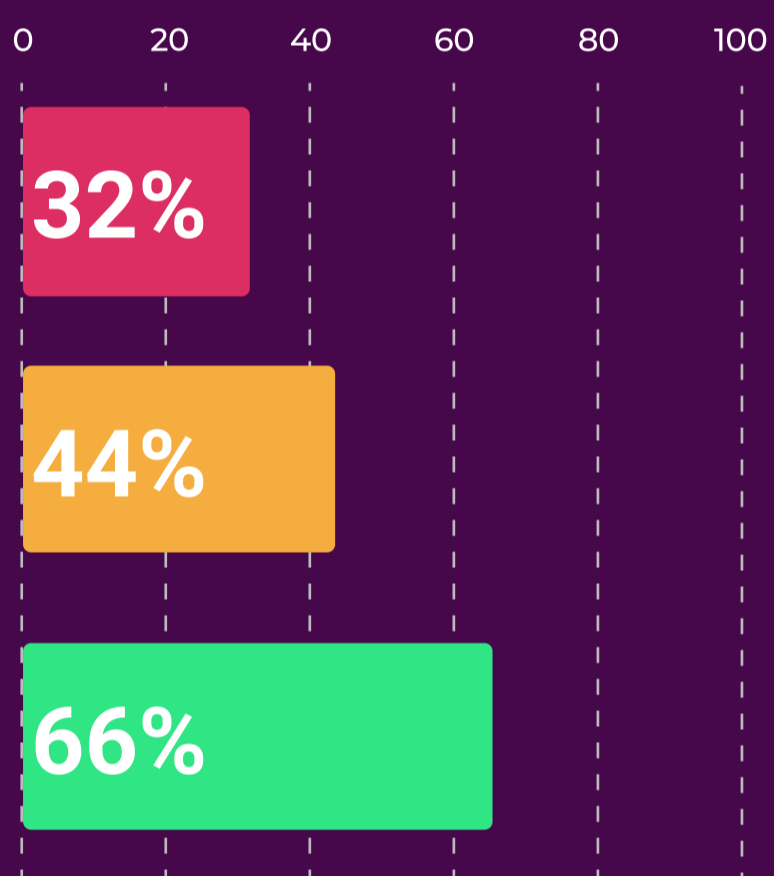
Context

Our client engaged Diversio to perform a Diversity & Inclusion assessment and Action Plan

Ethnic minorities reported bias in feedback



Women

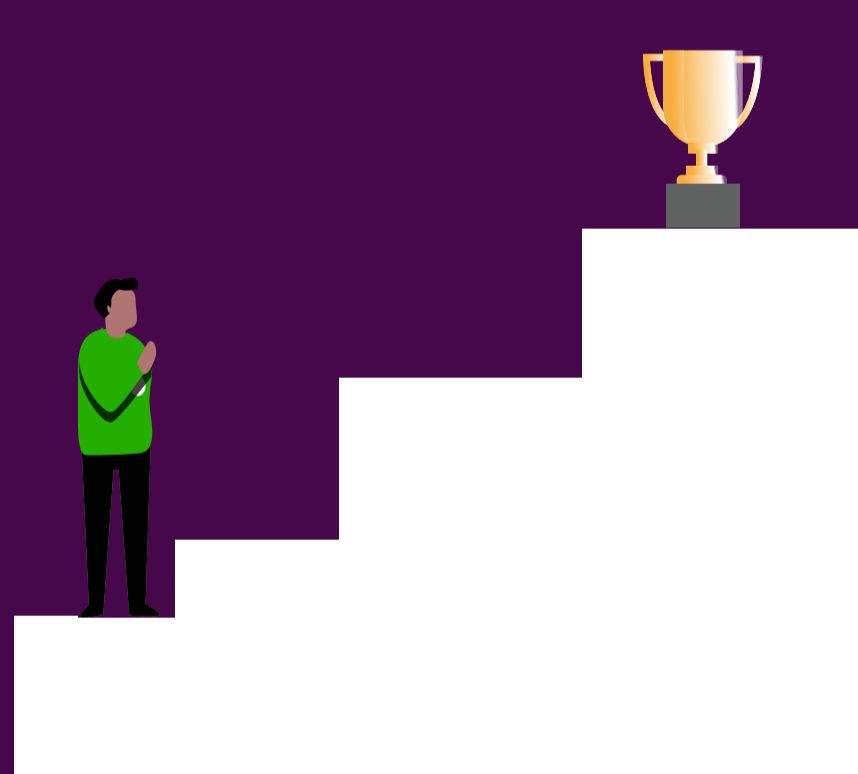


- Were more likely to feel like their opinions were not valued
- Did not have a mentor or sponsor
- Reported bias in feedback

Insights were used to create a data-driven Action Plan with **10 tactical recommendations**

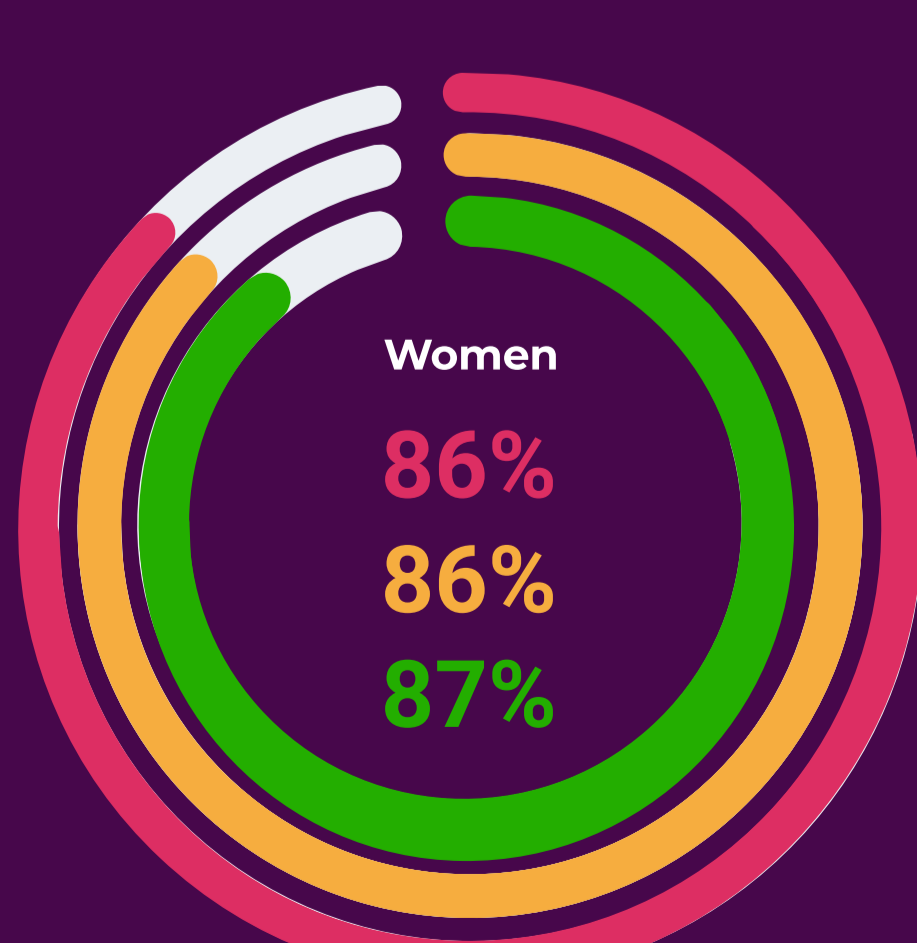
Impact

Client implemented the recommendations and entered the top 10% of peer companies for inclusion



Ethnic minorities reported fair and constructive feedback

- Felt their opinions were valued by managers and peers
- Reported having a mentor or sponsor
- Reported fair and constructive feedback



This resulted in a 1.5X increase in gender and ethnic diversity **within 6 months**