

Inclusion Survey

Basing Inclusion Initiatives on Data





The 3 elements

Online questionnaire
Interviews
Focus groups

Format

All 3 elements
can be executed
digitally
and online



Time horizon

6 to 8 weeks for the
baseline survey – shorter
for follow-up surveys

Perception Gap Analysis

Get an accurate picture of why some of your organization's employees feel they are a part of the team - and others do not

A Perception Gap Analysis (PGA) maps the existing culture in the organization and statistically uncovers the perceived levels of equal opportunities, belonging, psychological safety, trust, and loyalty.

The PGA basically gives you the answers to pivotal questions:

- What hidden 'biases' are prevalent in your organization? What invisible cultural barriers are there for some but not for others?
- What hidden mechanisms have prevented you from creating gender balance at the top?
- What prevents you from creating a culture where everyone feels they can openly contribute with both their expertise and creativity?
- What do your current employees say and what do those who have left you say?
- How do you become an attractive workplace for brilliant talents - no matter who they are and what they look like?
- How do you ensure that you are not rejecting talents you wish you could retain or attract?
- Knowing the answer to these questions will give you a winning position enabling you to create a healthy and sustainable corporate culture

Why Choose Living Institute to Provide Your Inclusion Data?

In short: to enhance diversity, equity, and inclusion in your organization. But let's be more specific.

Here are 5 reasons to choose LIVING INSTITUTE to provide your data on inclusion:

1. Trust and honesty:

As a GDPR compliant third-party provider LIVING INSTITUTE guarantees full anonymity. Employees at all levels are more likely to give honest answers when they know their information is handled outside of the organization.

2. Proxies:

A lot of companies measure inclusion by adding 1-3 questions in the annual Engagement survey. But how do you know that these questions actually measure inclusion? This is the issue with so-called 'proxies.' LIVING INSTITUTE provides tried and tested questionnaires with effective proxies to ensure that we measure all aspects of inclusion.

3. Statistically validated results:

How do you distinguish real effects from coincidental findings in your inclusion survey? LIVING INSTITUTE has partnered with the Department of Applied Mathematics & Computer Science at DTU to develop a statistically valid methodology to separate the data noise from the data relevance.

4. In-depth understanding:

The expert anthropologists and psychologists at LIVING INSTITUTE not only provide statistically relevant results, but we also pair those results with qualitative insights from the people in your organization. This ensures that we can tailor recommended D&I initiatives that are guaranteed to create measurable results.

5. Trusted providers:

LIVING INSTITUTE has successfully delivered Perception Gap Analyses for global organizations which have helped them target D&I initiatives and save time and money by getting it right the first time. See a selection of the organizations that have benefitted from our Perception Gap Analysis below.



Result

A Perception Gap Analysis is a strong starting point for your D&I journey:

Based on the results from the baseline gap analysis, you can pick and launch the most impactful D&I initiatives based on bullet-proof data from your own organization.

The recurring survey allows you to monitor and measure progress while adjusting initiatives and solutions until you have reached your goals.



Create an attractive place to work for brilliant talents and great minds, no matter what they look like



Send a clear signal that inclusion is a prerequisite for working and winning together



An annual Perception Gap Analysis enables you to measure and monitor progress year by year

Pick and choose the most impactful D&I initiatives based on your own data – and skip the ones with no effect in your organisation



What Does a Gap Analysis Look Like?

The inclusion survey consists of 4 elements:

1. An online questionnaire, sent out to all employees in the organization
2. Interviews of current and former employees and managers with clarifying questions about the results of the online survey
3. Focus groups for a deeper examination of specifically identified conditions
4. A report with trends and results from the survey

Who else has chosen to field an inclusion survey?

The Danish Sports Confederation (DIF) 2018,
The Danish financial sector (2019), Ørsted 2020,
Radiometer 2021, Simula 2021 and many more





References & Recommendations



"We have greatly benefited from LIVING INSTITUTE and their facilitation of processes for our Board of Directors. They have provided knowledge and sparring for our administration as well as organized workshops for both the staff and the specialist association. LIVING INSTITUTE has inspired and motivated our efforts to improve the diversity in DIF sports."

Morten Mølholm, CEO, DIF



"You can read all the books and hear the many talks about D&I, but what I took away from this intensive training was a whole picture and a frame based on research and facts. It has given me the capabilities to move the agenda forward."





References & Recommendations

“Not really knowing what to expect on a complex culture journey like this, I was struck by the quality of the final result

In our case the innovative and surprising result was, that instead of a set of values we ended up with 4 cultural drivers, that now has become a stronger and stronger part of our internal dialogue. I’m proud of this, and proud of the recognition of the cultural drivers in our organization globally.

The work we did was an accelerator for us to really focus on the purpose: “We work for a better world”

“I wish that I'd had the opportunity to take this course eight years ago when I arrived in Denmark. But today it makes so much sense to understand the underlying values and the reasons why the Danes act the way they do”

Darshini Vomkar, Change Management, Process Owner, Group IT, PANDORA A/S

About Living Institute

EST. 2004

Diversity Intelligence

Creating Cultures of Inclusion by introducing:

Inclusive Leadership, Inclusion Surveys, Unconscious Bias, Gender Balance, Allyship, & Cultural Intelligence

Faculty of 22 Specialists

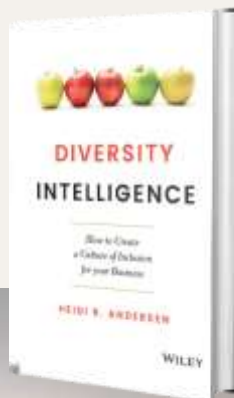
Anthropologists, psychologists, economists, social scientists & business leaders

Our Mantra

Evidence and research-based knowledge made practically applicable

Global Task Force

Facilitated 5.500+ diversity initiatives for more than 50,000 people in Denmark, Japan, Germany, USA, UK, China, France, Portugal, Belgium, Norway, Sweden, Estonia, Slovenia, Italy, Romania, Switzerland, Poland, India, Finland, the Netherlands, Pakistan & Zimbabwe



D&I
Champion
Certification



Inclusion
Survey



Breaking
Unconscious
Bias



Inclusive
Leadership
Programs



Living Institute
Diversity Intelligence Consultancy



Thank you for your attention



info@livinginstitute.com



+45 35 26 26 26



Bryghuspladsen 8,
Entrance C, 3rd Floor
DK-1473 Copenhagen,
Denmark



www.livinginstitute.com