



## SCHELLINGPOINT Case - Culture



### Expanding an Organization's Diversity Footprint

*Minority leaders at a Fortune 50 design greater inclusion.*

#### **The Situation**

The organization operated multiple minority communities within its worldwide workforce. The Black Executive Leaders group comprises managers at the VP level and above. With over 50 members, the group is established and meeting regularly.

#### **The Requirement**

The group wanted to formally create a strategy to define and guide their actions in the coming years. They hired a diversity consultant and strategy consultant using SchellingPoint to facilitate their discussions.

#### **The Solution**

The group expressed 159 different opinions across 11 dimensions of black diversity and inclusion in the workplace. The anonymous virtual dialogue prevents participants learning the source of an opinion, who agreed and disagreed with it, and from where the reasoning behind those sentiments came. The black executives displayed one of the strongest degrees of alignment of any of the hundreds of groups measured.

The small amount of misalignment within them was focused in a few areas. For example, some saw their employer as superficially committed to diversity while others experienced them as genuine and authentic. The discussion that reconciled these different interpretations of the organization's true sentiment set a foundation as to how the group would approach the organization with their goals and plans. Another root issue for the group was the business case for diversity and the degree to which it existed, and was understood by all communities.

#### **The Result**

Through a one-day workshop, the group assembled a strategy to grow membership in the diverse communities through education and link diversity to the organization's go-to-market strategy. This activity was an early part of a long chain of diversity events. The organization has been recognized in the US press for its leadership in diversity and inclusion.