

# Introducing Archbright Advance



## Move your organization's D&I journey forward in a purposeful way

Diversity and inclusion matters.

The positive impact of a diverse and inclusive workplace culture includes increased employee engagement, less discrimination and harassment, better decision-making, lower turnover, improved financial performance, and much more.

There are countless opportunities to embrace and engage the differences of the people with whom we work, yet many business leaders do not feel prepared or equipped with the right tools to be successful.

Archbright can help.

To create positive change and increase inclusivity in your workplace, **Archbright Advance** will identify your organization's current state, help develop your Diversity & Inclusion (D&I) Roadmap, and deliver impactful employee training.

## Phase 1: Spectra Diversity Inclusion Assessment™

Designed to help encourage conversation and facilitate education of diversity and inclusion, the Spectra Assessment is delivered to leadership, employees, managers, and supervisors.

Participants anonymously answer a series of questions about the organization and themselves through an online survey. Two reports are produced:

- The individual report facilitates self-awareness and growth in both belief and skills related to D&I.
- The organization report helps to assess areas of organizational strengths or needs.

In the organization report, we break down each question by demographic categories and up to 3 custom sub-categories (such as tenure, job roles/functions, geographic locations, lines of business). Enhanced Data Analysis illustrates differences and similarities between demographic categories and custom sub-categories.

Once collected, our team analyzes the data, evaluating both the 'outer ring' of Management, Culture, and the 3Ps (Policies, Practices and Procedures) and the 'inner ring' of Individual Beliefs and Interpersonal Skills. This analysis helps us see the entire D&I picture and understand what strategies may have the greatest impact on your organization.



## Phase 2: Consulting

After the Spectra Assessment is completed, we analyze the results and prepare an Executive Briefing for your organization's senior leadership team. During the briefing, the senior leadership team will receive their individual reports and guidance on how to interpret their individual results.

Next, we facilitate focus group sessions with a subset of your employees for a deeper dive into key aspects of the organizational assessment results.

After the focus group sessions, we summarize our findings and report them to the senior leadership team. We then facilitate a half-day D&I Roadmap Session to help leadership develop a 6 to 24-month plan that will bring about positive change and greater inclusion.

At the end of this phase, you'll have:

- A clear understanding of your organization's diversity and inclusion strengths and opportunities
- A solid foundation and measurement of your employees' beliefs and attitudes regarding the organization's culture, management and policies, procedures, and practices
- The design and plan for implementation of a D&I Roadmap by leadership to move their diversity and inclusion efforts forward
- The ability to measure improvement with subsequent assessments in future years

Then, over the next 3 business quarters, we will check-in with the leadership team on the organization's progress and provide guidance on your D&I change initiatives.

## Phase 3: Employee Training

The final step is the delivery of our D&I training for your employees. This full-day training incorporates each employee's individual Spectra Diversity Inclusion Assessment into the learning.

To better understand others, it is important to begin with understanding oneself. Through increased self-awareness, employees are able to identify the belief systems that drive their behavior and choose to adapt to be more inclusive of others in the workplace.

After finishing the course, participants will be able to:

- Define both diversity and inclusion for the organization.
- Discuss their personal Spectra Assessment results in terms of how it has helped or may hinder their performance in the workplace.
- Increase awareness of their personal cultural lens and how that lens impacts others around diversity issues.
- Commit to skill building with an individual action plan

Through this experience, employees can translate their knowledge into actions that have a positive impact on your organization.

**Let Archbright help you on your D&I journey. For more information about Archbright Advance, visit [Archbright.com](http://Archbright.com), reach out to your Account Executive, or email us at [info@archbright.com](mailto:info@archbright.com).**

