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Diversity, Equity, Inclusion

Audit

DEI Talent Audit

Our DEI Talent audit analyses the entire talent acquisition and talent retention process from a diversity, equity and inclusion lens. This audit ensures you attract diverse talent in effective ways, and that your hiring processes are inclusive. It will enable you to consciously incorporate inclusive practices as a business post-hire, to ensure all can thrive within your organisation.

A DEI Talent audit requires time, resources and commitment from your organisation. If you have an official company DEI commitment already then we'll need this prior to kicking off, and if you don't, we can work with you to create this.

The main objectives of carrying out a DEI Talent Audit will be

1. To help you understand the most effective and authentic ways for your organisation to attract talent
2. To highlight any gaps in the hiring process that may deter diverse candidates
3. Give you a clear, actionable roadmap to achieve an inclusive hiring process
4. To provide a clear understanding of what your organisation can do to create equity in the workplace for diverse employees
5. Provide a clear report and guide on how to retain and promote diverse talent

DEI Talent Audit Categories

- Employer Branding
- Hiring Data
- Surveys
- Hiring Process & Assessment
- Job Advertising
- Company Culture

DEI Talent Audit Features

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- **Diversity Diagnosis:** Identifying key areas that require attention
- **DEI Talent Impact assessment:** Identifying the impact of your current DEI Talent practices and initiatives
- **Data and Analytics:** Use your data, and create primary research methods to create a DEI Talent report
- **Learning and Development Review:** Review the current L&D for DEI and recommend appropriate modules for stakeholders within your organisation
- **Competitor Analysis:** Understand how similar organisations are performing well within DEI Talent
- **Focus Groups:** A primary research method to understand the true thoughts and feelings of the employees
- **Bi-weekly meetings:** To share updates on the findings and audit process

What you will leave with

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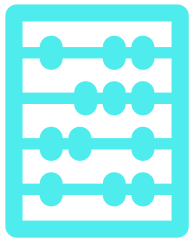
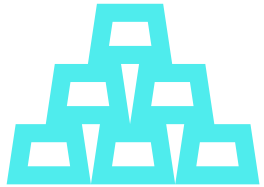


REPORT

A detailed report on our findings and recommendations

ROADMAP

An actionable roadmap detailing how and when to execute DEI Audit recommendations



COST

A predicted cost for recommendations made.

DEI AUDIT PACKAGES

Different businesses have different needs. Our flexible pricing structure enables businesses of all sizes to gain the best possible value for their budget.

Each DEI activity will vary based on the size, structure and output of your organization. As we would like our clients to select activities most relevant to their business without spending on other areas unnecessarily, we encourage booking in a DEI discovery conversation to enable us to build the perfect audit for you.

Get in touch with Alicia@wearesyncd.com

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Thank you