

Data-Driven DEI:

Transforming Organizational Climate with the DEI CAT^{©®™}

Developed to drive organizational change with people-centered data about an organization's workforce, culture, and climate.

INTRODUCTION

Diversity, Equity, and Inclusion (DEI) work is more than a trend; it's become fundamental to the success of organizations across industries. Organizations across the globe now understand that effective DEI strategies foster innovation, attract and retain diverse talent, and create more impactful business outcomes. Successful and effective DEI initiatives thrive when a robust, human-centered approach to data collection and application drives meaningful decisions that align organizational goals with equitable strategies.

Tangible Development partners with organizations committed to advancing a human-centered, inclusive workplace using a growth-oriented approach. Tangible's team meets organizations where they are in their DEI journey by using comprehensive and equity-centered assessment practices to guide decisions and priorities around employee inclusion efforts and systemic change. As a result, clients report that partnering with Tangible Development has allowed them to achieve a deeper understanding of their workforce and prioritize employee support efforts with greater cohesion and confidence.



CLIMATE DATA WITH AN EQUITY LENS

Workplace culture and climate efforts are everyone's priorities these days, and there are many tools focused on employee engagement and satisfaction. But until recently, there was a gap in understanding culture and climate when the data didn't have an equity lens. Focused DEI data not only reflects the experience of underrepresented employees but functions as a powerful mirror to understanding culture and climate overall, facilitating leaders' use of a DEI lens to improve employees' experiences in their workplace.



This is why Tangible Development partnered with the Siena Research College Institute (SCRI), a national leader in social, cultural, and political research, to develop and field a powerful equity-centered organizational measurement tool – **The DEI Climate Assessment Tool©®™ (DEI CAT©®™)**.

SIENA
SIENA COLLEGE
RESEARCH INSTITUTE

Whether your organization is at the start of its DEI journey or looking to advance its ongoing efforts – you'll be met where you're at. Tangible Development's assessment efforts with the DEI CAT©®™ have a proven track record of helping large and small businesses, municipalities, nonprofits, and organizations across industries become more sure-footed in their DEI journey.

The DEI CAT©®™ is a psychometric survey tool that measures the overall organizational climate to support organization-wide DEI efforts. Results from this tool offer organizations deep-dive insights into employees' perceptions by social and organizational identity groups (e.g., gender identity and supervisory responsibilities).

[MEET THE TEAM](#)





1

Institutional Culture

This measure delves into employees' shared beliefs about their organization, including narratives, beliefs, and values shaping the workplace experience. It illuminates how the organization's culture fosters a sense of belonging, value, and organizational integrity.

2

Institutional Structure

The Institutional Structure Score gauges perceptions of DEI experiences within the organization's policies, procedures, and practices or group norms. More specifically, it explores DEI accountability and alignment with the organization's mission statement, leadership support, and the authenticity of the organization's DEI efforts.

3

Personal Beliefs

Successful DEI implementation and transformation hinges on individual attitudes and beliefs regarding the organization's efforts to address issues related to DEI. This is why the Personal Belief Score measures how closely aligned individual employee perceptions are with the organization.

4

Personal Practices

The Personal Practices Score measures what respondents individually have or have not done to foster inclusivity as individuals. This score measures whether or not individual employees take action to actively implement the values of DEI work in their workplace.

Scored Together & Apart

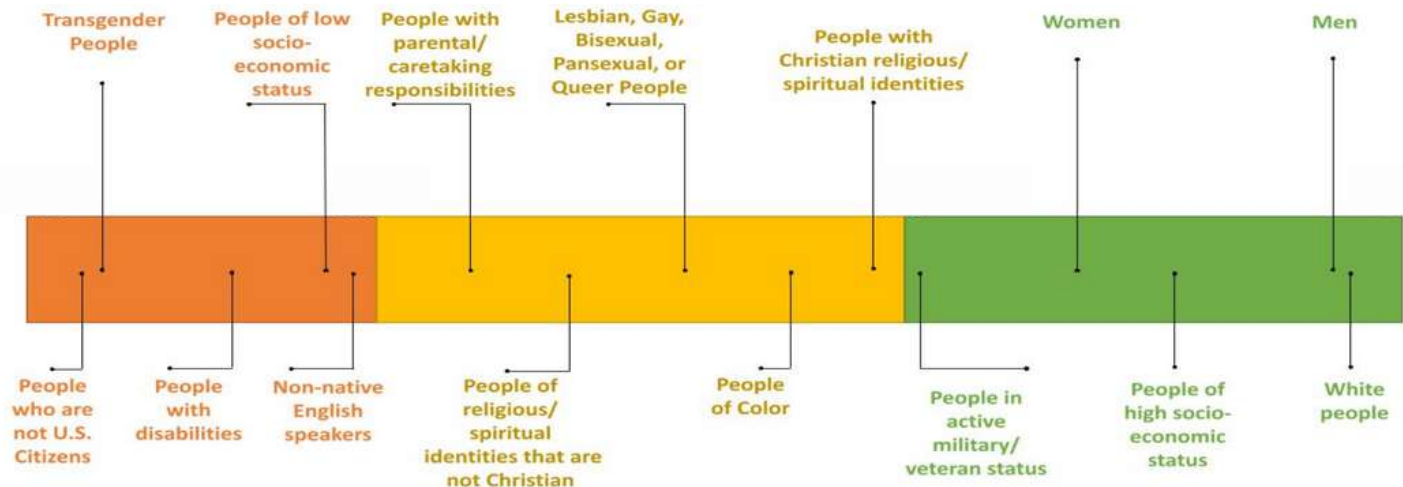
Scores are reported at three different levels creating a combined score that provides a baseline snapshot of an organization's current culture and climate for supporting organizational DEI efforts. It also creates a useful benchmark for measuring organizational DEI efforts' progress over time and helps pinpoint areas of stagnation and improvement. This measures organizational culture, climate, and employee perception scores disaggregated by employee identities



LEARN ABOUT WHAT WE DO

Taking the Temperature on Inclusivity

The Tolerance Thermometer is a tool that helps organizations understand how inclusive employees perceive their organizational culture to be for different identity groups in an accessible and visual way.



DEI Cohesion Accelerator

Results from the Tolerance Thermometer help organizations learn how colleagues with shared and different identities perceive the organizational culture. It serves as a powerful tool for individual employees and leaders to learn about the diversity of their colleagues' experiences and perceptions across the organization. Previous clients have used this as a tool to determine priorities within their strategy and the next steps in their DEI initiatives with more specificity and nuance.

Demographic Profiles

This final component goes far beyond Equal Employment Opportunity requirements and even some Human Resource Information Systems (HRIS), collecting data that offers insights into your workforce's needs. More inclusive data collection on employee diversity directly translates to more inclusive action steps and outcomes.



THE ASSESSMENT PROCESS

05

"The findings from the DEI CAT and Tangible's assessment gave us the opportunity understand where we were at and how we could build."

Tangible Development's assessment process ensures that organizational leaders and employees are prepared, knowledgeable, and ready for change. All organizations will work with a dedicated DEI Strategist to guide them through Tangible's comprehensive and equity-focused assessment process. Additionally, organizations will receive unparalleled support from the entire Tangible team, including expertise in data collection logistics, project communications, and DEI-specific data analysis guidance.



Leadership Development

Every organization's leadership team has different levels of knowledge, experience, and comfort for DEI work initiatives. Tangible Development provides guidance and training for all levels of leadership and the DEI assessment project leads that meets leaders where they're at and helps them grow at their own pace.

Leadership Readiness Sessions

Your organization can choose to participate in Leadership Readiness to engage leadership teams through training and exercises that explore the stages of readiness for long-term DEI work. These sessions introduce a shared DEI language, facilitate activities around DEI topics and prompt discussions around DEI vision and goals.



Communications Support

Tangible Development provides strategic and customized communications support to increase awareness and participation throughout the assessment process. Tangible's dedicated DEI Communications Strategist works with your team to understand the nuances of communicating with your workforce to create transparent and engaging project communications. These efforts have been proven to nurture organizational buy-in and assist the organization's efforts in finding their footing using DEI language to communicate project goals in alignment with their organizational values.

CHECK OUT OUR BLOG



DEI CAT©™ White Paper



SCHEDULE A CONSULTATION

Support from a Dedicated DEI Practitioners & Professionals

Tangible Development's team of passionate, full-time DEI practitioners is dedicated to creating organizational transformation through the DEI CAT®™ assessment process. Tangible helps you understand your organization's current culture, alignment with organizational mission, and growth opportunities, laying the foundation for your DEI journey.

Assessment Timeline

Prep

Tangible Development works with your leadership team to develop their DEI knowledge, awareness, and vision for our work together with forward DEI momentum. During this first stage of the project, Tangible provides leadership and communications support to engage all levels of the organization with the assessment process.

Collect

With the help of Tangible Development's survey administration partners, the Siena College Research Institute, staff, and collaborators share their experiences and perceptions through the DEI CAT®™ survey. Tangible's expert team of DEI Strategists guide you in maximizing employees' participation rates and engagement experience for your organization.

Report

Receive honest yet kind, growth-oriented executive summary, detailed report of findings, as well as organization-specific recommendations. Each report is written by Tangible's team of DEI Strategists and data analysts and tailored to each organization based on the unique findings in each dataset and informed by conversations with project leads and employee data provided to Tangible Development at the start of the project. DEI Strategists are not only committed to writing comprehensive yet accessible reports. The report is therefore written in an easy-to-understand manner and the process includes numerous built-in checkpoints so that after the project each organization's leaders are left with a strong understanding of their organization through the DEI CAT®™ data, analysis, and recommendations.



A Full Phase 1 Assessment Process

Alone, the DEI CAT®™ is a powerful tool that informs an organization's DEI initiatives and goals for future progress. Combined with Tangible's full Phase 1 assessment process, you'll receive a report that combines quantitative DEI CAT®™ data with qualitative assessment findings for richer insights into how your workforce experiences your shared workplace. Qualitative data are collected through structured focus groups and a policy and practice review. Focus groups are organized by organizational and social identity groups (i.e. managers, frontline workers, women, LGBTQ+ employees, etc.). Focus group findings bring data to life through specific examples and themes shared directly by employees. Policy and practice reviews yield specific recommendations with immediate and often low to no-cost action items to keep their DEI momentum going in a tangible way.

#TeamTangible

We are a team of highly educated, passionate, and motivated full-time DEI practitioners who work hard to find solutions for your organization. With professional and personal backgrounds that range from education to advocacy, and non-profit to corporate spaces, our team combines empathy and lived experience to bring an equity-informed lens to the work. We strike the perfect balance between technology and human-centric research methods to help your organization move forward in its DEI journey.

Together we'll move your organization forward in its DEI journey with an empowering process and transformative solutions for tangible results.



THANK YOU

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