

DEI SERVICES



HARNESSING THE POWER OF
DIVERSITY, EQUITY,
AND INCLUSION



CLIPPER & COMPANY

Clipper & Company

Clipper and Company offers a unique brand of evidence-based inspiration that guides individuals and groups towards excellence.

We have an established reputation for helping organizations and individuals implement strategic change.

By developing customized programs and processes, we help clients successfully navigate change while optimizing performance and achieving extraordinary results.

A primary resource to holistic success is grounded in the understanding, recognition, and utilization of **diversity, equity, and inclusion**. These vital elements should be infused into every aspect of an organization's operation for sustainable success.

Strategic Architecture is an organization's building blocks, imagination, and cultural structure. It begins with a sound purposeful vision and mission from which all other operational principles, plans, and actions are built.

Preparation enables organizations to create measurable scenarios, analyze data, and identify diverse strategic market opportunities. When properly prepared, each team member learns to collectively think and perform strategically.

Innovation requires the courage and responsibility to take calculated risks and to see the world with a new perspective. It builds a culture that inspires and encourages team members to embrace change and seek disruptive marketplace opportunities.

We label these important processes **Collective Strategic Thinking (CST)**. CST strategically creates a high level of interactive preparedness and builds a powerful innovative culture for sustainability and success.



OUR DEI TRAINING SERVICES

With societal and workforce environments changing rapidly, having a diverse, equitable, and inclusive strategy is imperative for all organizations. As everyone knows, data is a key component to organizational advocacy. Good data allows organizations to establish baselines, benchmarks, and goals to keep moving forward.

Clipper & Company has designed a targeted **5 Levels of DEI Survey**. The survey is created to provide an in-depth profile of an organization. It provides a glimpse into an organization's culture.

Our **5 Levels of DEI Survey** enables our analyst to determine and assign an organization a DEI level of performance.



Avoidance



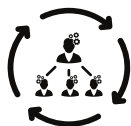
Conformity



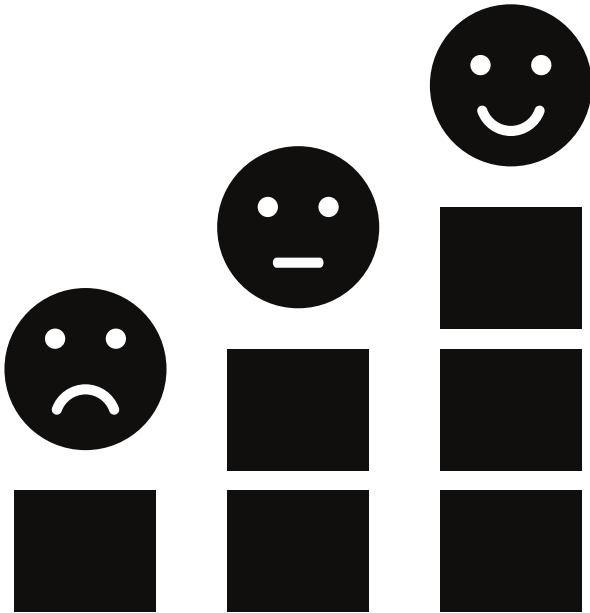
Demographic Targeting



Accountability



Collective Strategic Thinking (CST)



5 Levels of DEI

- **Low performers (Levels 1-2)** are organizations that either attempt to be compliant with EEO guidelines, or lack any type of comprehensive DEI strategy.
- **Mid-Level performers (Level 3)** are organizations that have deployed several different DEI initiatives, but have no specific plan for aligning DEI initiatives with their organizational goals.
- **High performers (Levels 4-5)** are organizations that have a DEI strategy; are well aligned with their organizational strategic goals and its objectives for optimal success.

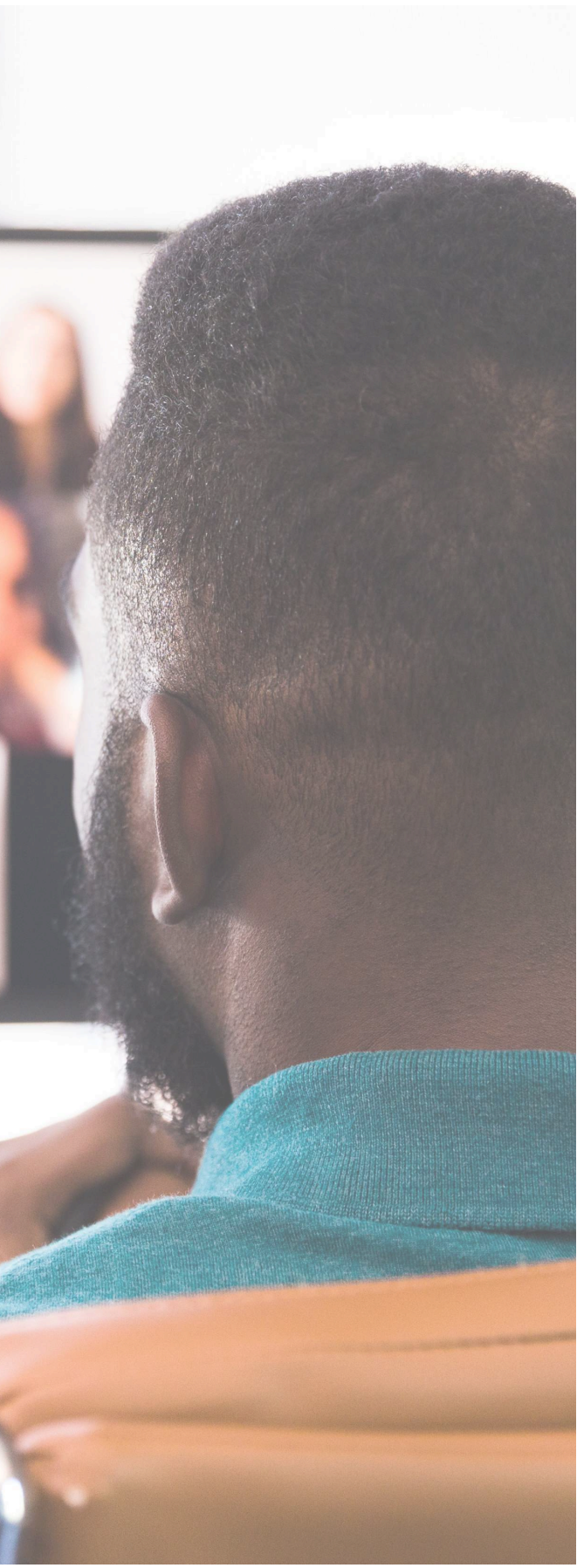


Training **Solutions**

Virtual Pre-Workshop

An important element in our DEI training process is a pre-workshop online activity. There are two important reasons for the pre-workshop. The first is for the participants to become prepared to take full advantage of the workshop by thinking ahead about the content; to begin formulating ideas; and the opportunity to know the members of each team.

The second reason is to help Clipper & Company to facilitate an effective workshop. Although this is an organizational process, we also believe that transitioning to a more diverse, equitable, and inclusive culture is based on three things: purpose, values, and decision-making. Knowing more about the organization's purpose and the values and principles of the team members will enable us to develop focused questions and provide valuable insights.



Training **Solutions**

Virtual Workshop

Board, Leadership, and Staff

Clipper & Company provides in-depth diversity, equity, and inclusion training to build a diverse purpose driven board of directors, leadership team, and staff. Below is a description of each area of impact.

A Board of Directors' diverse perspectives are critically important. A diverse board reflects the community and links it to the organization.

A Board should be:

- a representative voice for community inclusion;
- an organizational gateway into specific communities;
- a vital element to expand fundraising efforts and membership;
- entrusted with the responsibility of overseeing the organization's DEI efforts.

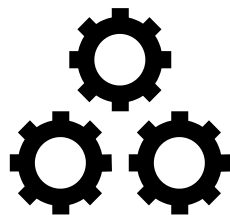
Training Solutions

Virtual Workshop

Leadership teams must value cultural diversity, equity, and inclusion to draw on different perspectives and to create a workplace environment of thoughtful and collective innovation.

A Leadership team's responsibility is to:

- expand the organization's knowledge and information resources;
- ensure that diversity, equity, and inclusion are fundamental and measurable functions in strategic operations for sustainable success;
- create an environment with DEI training that enables team members to collaborate efficiently and effectively;
- ensure individuals are placed in roles that are a best fit for their success and upward mobility;
- provide on going training, workshops, and other resources to enable employees to improve their skills and contributions to their organizations.



Training Solutions

Virtual Workshop

Staff must be trained and proficient in DEI awareness to:

- build knowledge and confidence in implementing an effective DEI plan;
- see oneself as a valued and an equitable contributor to an organization;
- take advantage of the potential and the opportunities that emanate from a diverse organization.

Training Solutions

The Business of Diversity, Equity, and Inclusion

Managing the business of equity, diversity, and inclusion requires vision, and a range of management and leadership practices designed to maximize DEI in the workplace.

Successful training should:

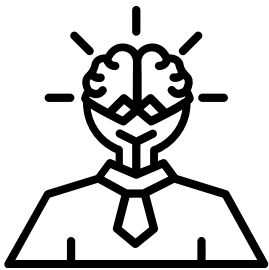
- develop institutional respect and value for different backgrounds, skills, and perspectives;
- develop the ability to attract, hire, and retain a high level of diverse talent;
- enable an organization to enter and succeed in previously untapped markets;
- enable an organization to identify and implement new revenue opportunities.



Training Solutions

Creating SMART Outcomes

The most important step in your DEI process is the commitment to set **SMART** outcomes. Setting **SMART** outcomes translates to clearly understanding and defining what outcomes you want to accomplish; how to proceed in accomplishing them; and the projected time period to be accomplished.



SMART Outcomes are:

- Specific
- Measurable
- Accountable
- Relevant
- Time Bound



CLIPPER & COMPANY

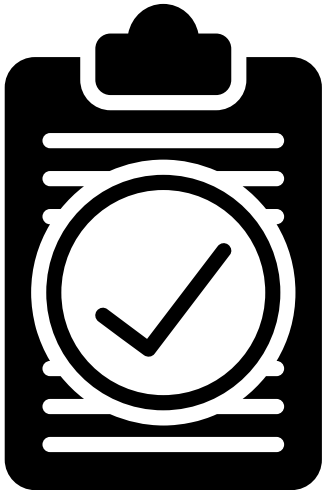
Training Solutions

DEI Pledge

The **Pledge** is a written promise and commitment to diversity, equity, and inclusion. The intent is to establish a transparent foundation for actionable, equitable, and principled results. Clipper & Company guides its clients through the important steps that will enable them to implement an effective DEI Pledge.

The above training elements are important resources to holistic success. Each training program is specifically designed to meet the characteristics of our clients. Understanding and implementing these targeted and strategic steps will enable an organization to maximize its DEI outcomes and the organization's diversity, equity, and inclusion return on investment.

Training Solutions



DEI Roadmap

Diversity, equity, and inclusion are often used interchangeably – but each word is foundationally distinct, and requires an intentional, purposeful, and strategic focus as each of these areas are inextricably linked. Diversity, equity, and inclusion occur on a continuum – with the different constructs ebbing and flowing over time.

Diversity is often the starting point for organizations – and often focuses on shared and foundational understandings of what it means and why it matters.

Diversity is also about who is in the room, and what perspectives, experiences, and dimensions of difference they bring to the work. Inclusion is about how much of those perspectives, experiences and dimensions of difference people feel comfortable sharing at work. The benefits of diversity cannot be actualized without inclusion.

To this end – the training sessions will focus on cultivating a culture of inclusion – one that best positions and empowers all members of the organization to show up as their most authentic selves. To support this phase of development, Clipper & Company has designed an DEI Roadmap – a customized solution, focused on galvanizing the power of shared language, and organizational commitments to this work.

Thank You!

Clipper & Company looks forward to playing a role in your organization's efforts to successfully harness the power of diversity, equity, and inclusion.



For more information:
www.clipperandcompany.com
(404) 441-6413
mclipper@clipperandcompany.com