Measure and communicate the impact of D&I

Measures	Have OR Need (Company to complete)
1. Conduct an audit of your organisational Culture by measuring the key aspects of leadership against the outcome measures such as organisational commitment, engagement and employee and customer satisfaction	
2. 360 Degree Feedback process for all Managers and Senior Leaders to help develop self-awareness and positive behavioural change	
3. Coaching and Mentoring programme to help develop self-awareness	
4. Leadership development programme linked to core characteristics and competencies that are based on organisational Values and behaviours with a mechanism to track the impact of learnings and development	
5. Impact of the D&I Policy on overall Company communications, publications, safety moments, project proposals	
6. "The uptake of D&I supportive benefits and procedures eg: - Paternity leave, flexible working, menopause support, health and wellbeing, mental health support, Employee Assisitance Programmes (EAP), employee development initiatives, Staff Forums etc "	
7. Establishing comprehensive data about the makeup of your workforce and enable tracking and reporting of changes and consideration of setting aspirational targets	
8. Track the number of incidents reported to HR of requested workplace adjustments, racisim, harrassment, bullying to engable tracking of issues and solutions to eradicate them	
9. How often and in what way does your organisation reinforce D&I policy, company Values and behaviours, strategy	

Communication	
1. The level of engagement in your annual employee survey to be conducted annually with follow up pulse survey's on particular topics of high importance to employees	
2. The level of engagement from genuine employee profiling on internal and external social channels (doen on various D&I topics)	
3. Are staff aware of national and international cultural holidays that are celebrated to enable greater level of self awareness and support towards their colleagues	
4. Ensure that all internal forums (Staff, D&I or any minority groups) are supported by senior leadership and have a plan with clear actions that can be tracked and the impact reported on at the end of each year	
5. Are employees and Managers able to easily access and undertstand the internal recruitment and promotion processes?	