



DEIA CLIMATE ASSESSMENT METHODOLOGY AND APPROACH

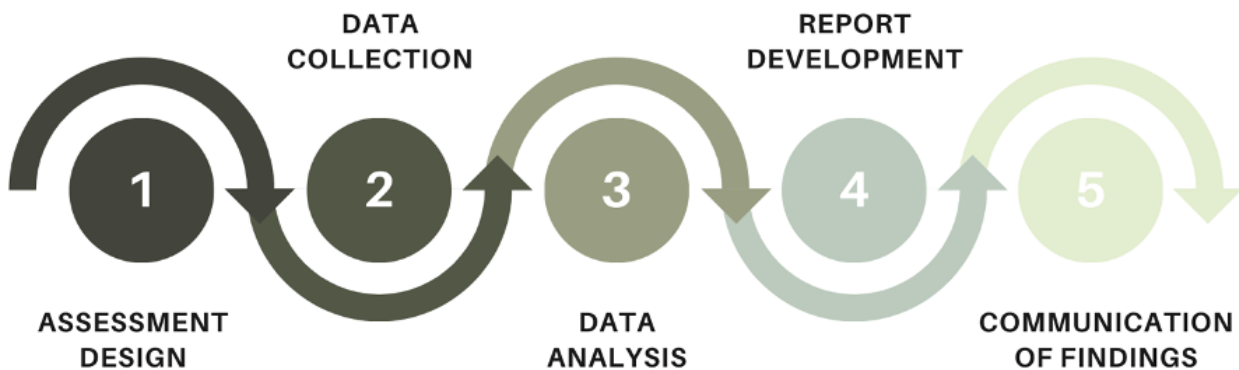
SDI's tools for helping organizations assess their climate and culture relative to diversity, equity, inclusion, and access (DEIA) include one or more of the following:

- Organizational Survey (administered through SDI's Survey Monkey account)
- Focus Groups (both general and those based on particular social identities and/or organizational roles)
- 1:1 Interviews

These tools are developed and customized with each individual client, in order to meet their specific needs. Our assessment tools are grounded in best practice around DEAI (intersectionality; using a power & privilege lens; recognizing & applying context; use of emotional intelligence frames, etc.) and best practice around assessment (ensuring as much anonymity and confidentiality as possible; using an accessibility lens; maintaining consistency of questions and accuracy of analysis, etc.).

SDI's Climate Assessments should not be regarded as social science research. We do not require Human Subjects Research protocol for this assessment work. Fundamental to our approach is the acknowledgement that some research methods have historically been grounded in elitist, white supremacist constructs that perpetuate systems of inequity and marginalization. SDI's assessment process is designed to divest from these constructs, using the following Principles of Data Feminism, taken from [Data Feminism by Catherine D'Ignazio and Lauren F. Klein](#):

1. Examine power. Data feminism begins by analyzing how power operates in the world.
2. Challenge power. Data feminism commits to challenging unequal power structures and working toward justice.
3. Elevate emotion and embodiment. Data feminism teaches us to value multiple forms of knowledge, including the knowledge that comes from people as living, feeling bodies in the world.
4. Rethink binaries and hierarchies. Data feminism requires us to challenge the gender binary, along with other systems of counting and classification that perpetuate oppression.
5. Embrace pluralism. Data feminism insists that the most complete knowledge comes from synthesizing multiple perspectives, with priority given to local, Indigenous, and experiential ways of knowing.
6. Consider context. Data feminism asserts that data are not neutral or objective. They are the products of unequal social relations, and this context is essential for conducting accurate, ethical analysis.
7. Make labor visible. The work of data science, like all work in the world, is the work of many hands. Data feminism makes this labor visible so that it can be recognized and valued.



The SDI process and methodology consist of the following five phases:

- Assessment Design
- Data Collection
- Data Analysis
- Report Development
- Communication of Findings

Phase 1: Assessment Design

SDI works collaboratively with a small, diverse Design Team made up of staff members from across the client organization, paying careful attention to positionality, power dynamics, and representation of functional areas as well as social and personal identities. Together we determine an inclusive group management model, meeting format, and key project leaders. This phase also includes identification of key subpopulations, project management planning (e.g., logistics, timeline, resources, accessibility, performance indicators), and marketing and communications to maximize staff buy-in, drive participation, and strategize for minimizing assessment fatigue.

Phase 2: Data Collection

Data collection is the process of gathering accurate information from various sources to help identify the answers to questions organizations have regarding diversity, equity, and inclusion. SDI employs a mixed-methods approach to data collection using surveys, comments within the surveys, focus groups, and interviews, as determined in collaboration with the client organization.

In close collaboration with our client, SDI facilitates the design of a data collection strategy and partners with the client to create a marketing and communication campaign to increase participation in the assessment process. Particular care is taken in the beginning stages of project planning and design to ensure the process is inclusive and equitable, inviting as many diverse voices to the planning table as possible.

SDI administers the online survey and facilitates virtual focus groups to provide as much participant anonymity and/or confidentiality as possible. SDI collects and analyzes data, synthesizes findings into

themes, and reports key areas of strength, areas of opportunity and recommendations for improvement to the client. At no point during the assessment process does SDI share identifying information that may compromise confidentiality of participant data.

Phase 3: Data Analysis

SDI employs a systematic process to describe and illustrate, synthesize, and evaluate data. By triangulating the quantitative (survey) data with the qualitative (survey comments, interviews, focus groups), SDI ensures data integrity and can draw inductive inferences and patterns more accurately.

Percentage of Agreement/Disagreement

Most questions/prompts within the survey are posed positively, such that a higher numerical response is “positive” and a lower numerical response indicates “area for growth.” While we may celebrate a higher percentage of agreement with positively-worded statements, such as “I feel like I belong,” special attention is also paid to the percentage of disagreement. Therein lies the opportunity to discover and address barriers to 100% of team members feeling included and that they belong.

Strengths and Areas for Growth

SDI identifies patterns of agreement/disagreement across sections—as well as individual data points that stand out—as either strengths or areas for growth. Aggregate-level data is analyzed for general trends that in turn inform analysis of disaggregated subgroup data. Disaggregating data into subgroups based on role, department, job classification, social and personal identities helps to identify trends in experiences of privilege and marginalization within the organization.

SDI offers its recommendation of what constitutes a strength and an area for growth based on its work with many different organizations seeking to create workplaces that address challenges around belonging, inclusion, and bias. Additionally, part of the analysis stage includes a collaborative emerging findings meeting with the Assessment Design Team, wherein those with organizational knowledge and experience help to contextualize data and make meaning of findings that inform the final report.

It should be noted that just as organizations customize the questions they ask on their surveys, they may also choose to customize what they consider a strength or a pain point. SDI offers their recommendation of what constitutes a strength and a pain point based on our work with many different organizations seeking to create workplaces that address challenges around belonging, inclusion, and bias.

Open Response Questions

Data from open response questions/prompts and all comments are synthesized into themes. To ensure anonymity and confidentiality, SDI does not share raw comment data with anyone from the client organization.

