

MIBA MATTINGLY INCLUSION & BELONGING ASSESSMENT™

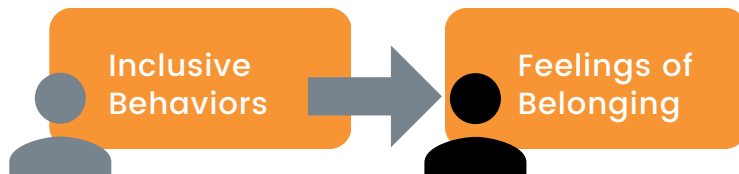


How do you know if your diversity, equity, and inclusion (DEI) efforts are working?

To demonstrate the return on investment (ROI) of your DEI efforts, you need data. DEI data rarely goes beyond tracking workforce demographics, though.

But what about inclusion and other important areas of DEI beyond diversity? How do you know which DEI efforts to invest in if you don't know how your people are acting and how they feel?

There's no "Moving the needle" on DEI unless you COLLECT and MONITOR the right data, over time.



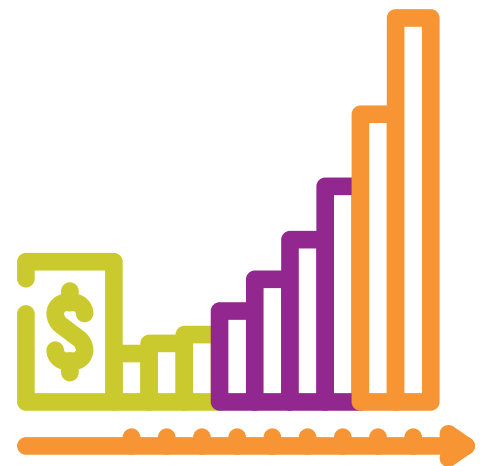
Inclusion should be measured as the BEHAVIORS that result in others FEELING valued, respected, seen, and heard (i.e., belonging)—especially those from marginalized groups.

The Mattingly Inclusion & Belonging Assessment™ (MIBA) equips you with the data to you need to asses the IMPACT of your DEI efforts.

MIBA: YOUR DEI MEASUREMENT SOLUTION

We help you identify a baseline of workplace inclusion, set data-driven, strategic DEI goals, track progress, and demonstrate the ROI of your DEI efforts.

With our expertise in organizational psychology and measurement, Mattingly Solutions goes the extra mile by providing the DEI expertise to make sense of your data. That way, you can confidently invest in future DEI interventions and programming that will have the greatest impact your organization's DEI goals.



The MIBA gives you data to show the ROI of DEI

Want to learn more? Reach out at: www.mattinglyolutions.com/contact-us

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MIBA PROCESS: SO MUCH MORE THAN A SURVEY

Other DEI measurement providers offer a workforce survey...and that's it. They leave you to interpret and turn the findings into actionable next steps on your own. The MIBA is a multi-phase process that results in the clarity and guidance you need when it comes deciding how to best invest in DEI within your specific organization. The MIBA includes:



- DEIx™ Deep Dive discovery session
- Full workforce MIBA survey, measuring:
 - Diversity demographics
 - Perceptions of equity
 - Inclusive behaviors
 - Feelings of belonging
- Executive interviews
- Targeted focus groups
- MIBA™ Impact Report
 - Data-driven insights
 - Recommended next steps
 - Pre/post analysis, to track YOY change
- Live presentations
 - All hands survey kickoff webinar
 - DEI Stakeholder workshop
 - Executive leader report-out

WHAT THE MIBA MEASURES

You can feel confident that our MIBA survey accurately assesses your people's behaviors, feelings, and perceptions of DEI.



OUR DEIx™ FRAMEWORK: TURING DEI INTO A SCIENCE



Using our DEIx™ Framework, we partner with clients to take a scientific approach to DEI, resulting in data-driven programming with measurable results.

Learn more at mattingly.com/ourapproach

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