

# Spectra Diversity Assessment

## Assess Your Organization's Culture

### The Spectra Assessment is the first of its kind.

By understanding ourselves and others, we can translate that knowledge into actions and behaviors that have a positive impact on our organizations.

### Intentionally designed at a level suitable for use across a broad spectrum of employees.

When organizations implement the Spectra Assessment, employees will be asked to complete a series of questions about the organization and themselves that will produce an individualized report about the employee's beliefs and interpersonal skills related to Diversity, Equity and Inclusion. In addition, employees will answer questions about the organization's management, culture, practices, policies, and procedures.



**SpectraDIVERSITY**  
Powering Inclusive Cultures

### What the Spectra Assessment Delivers:

- 5 demographic items
- 31 diversity & inclusion statements
- 2 open-ended questions
- Individual Reports
- Organization Report
- Choice of 1 plan customization option
  - Sub-categories of data
  - Consultation support

*The Spectra Diversity Inclusion Assessment's strength is that it goes beyond measuring individual behaviors and attitudes and assesses management and organizational practices and policies. This tool would be a great help to any organization attempting to leverage diversity and build a culture of inclusion.*

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