

# ADP® Strategic Advisory Services

## Diversity, Equity and Inclusion

“Only **36 percent of companies** report that their organization has been effective at building a diverse workforce.”<sup>1</sup>

Today's global labor force continues to be faced with challenges around shifting demographics, competition to hire diverse candidates, skill shortages and employee turnover.

As a global company, ADP and its associates embody an award-winning inclusive culture that extends beyond the traditional employee engagement approach. To support our clients, we've developed programming and toolsets to assist in raising the bar in their workplaces.

From built-in product solutions for talent recruitment and management or analytics, benchmarking and data insights through ADP® DataCloud, to services like Recruiting Process Outsourcing, ADP is well-positioned to consult with large organizations on diversity, equity and inclusion.

ADP Strategic Advisory Services offers a combination of strategy and advisory services that helps organizations promote inclusive culture, drive engagement and accelerate performance.

### Get started with a diversity workshop

**Driving awareness, action and adoption:** ADP Strategic Advisory Services experts will partner with you to develop a comprehensive diversity, equity and inclusion strategy.

#### How does it work?

We work with your ADP account team to understand your specific business issues and collect baseline information. From there, we host an interactive workshop with you to gather information around diversity challenges and opportunities as well as top concerns and issues your organization faces.

#### What do you receive?

Following the workshop, you will receive a customized **Diversity Playbook**.

The **Diversity Playbook** includes:

- Maturity model assessment
- Stakeholder analysis
- Gap analysis and recommendations
- Best practices
- Strategy roadmap



### Diversity workshop approach

#### Discovery:

- Current state
- Objectives

#### Assessment and analysis:

- Maturity model assessment
- Stakeholder analysis
- Gap analysis

#### Strategic discussion:

- Best practices
- Measures of success
- Strategy roadmap

Use your playbook as an integral part of your people strategy, help prioritize your tactics and create a strategy that sets you up for success.

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1. Gartner, 2019.