



DIVERSITY, EQUITY & INCLUSION MIRROR™ SERVICE

ABOUT DEI MIRROR™

As an extension of your affirmation plan or as part of your corporate efforts, OutSolve's MIRROR service is the ideal solution for implementing a foundational, manageable DEI strategy. This service includes working with an OutSolve DEI expert who guides you through establishing a DEI action plan that focuses on areas that will make an impact. You'll walk away with a clear understanding of your company's current diversity, equity, and inclusion status, and an actionable blueprint for making DEI progress.



SERVICES INCLUDE:

Consulting Support:

A certified DEI expert will guide you through the process of creating a diversity, equity, and inclusion strategy.

Workforce Analytics:

Our experts examine your workforce demographics at various levels and identify gaps, attention areas, and benchmark your current state against appropriate comparators.

Employee Survey:

Employee perception is an effective way to gauge the cultural climate of your organization. The anonymous online survey takes their temperature regarding belonging, culture, leadership, and career prospects.

Clear DEI Actions & Recommended Steps:

You'll receive a DEI action plan with a clear set of recommendations, implementation resources, and tools to measure your DEI progress.

Defining Diversity, Equity & Inclusion:

We'll examine what diversity, equity, and inclusion would look like at your organization and create a pathway to get there.

DEI Dashboard & Annual Scorecard:

Building a diverse and inclusive work culture is a long-term and ongoing effort. Access to the DEI dashboard will help you record your progress and keep you on track, while annual scorecards will help to document yearly performance.



THE MIRROR APPROACH

Recent events have shed light on the shortcomings of traditional diversity, equity, and inclusion strategies. With little to no innovation in the DE&I planning space, efforts are often costly, overpowering, and difficult to successfully implement.

To address these issues OutSolve created DE&I MIRROR™, a service designed to help companies use today's tools to focus on actions that have a material, positive impact on diversity, equity, and inclusion. MIRROR™ also provides an opportunity for smaller organizations to implement manageable diversity, equity, and inclusion efforts.

SUCCESS PILLARS

Our Success Pillars are the foundation of our DEI plans. It is what makes MIRROR™ a format that is effective, yet easy to implement.



◆ MANAGEABLE EFFORTS

OutSolve's MIRROR™ is designed to help companies move from the abstract to a defined, manageable, and executable DEI strategy. MIRROR™ acts as a blueprint making implementation manageable for any size company.



◆ MATERIAL ACTION

OutSolve helps companies focus on actions that have a material, positive impact on building a diverse, equitable, and inclusive workforce.



◆ AAP AS LAUNCHPAD

An affirmative action plan looks back, and a DEI plan looks forward. Our approach is to help federal contractors leverage the analysis from their AAP to inform their diversity, equity, and inclusion actions.



THE DELIVERABLES

- **Consulting Support** to help guide you through the process
- **Workforce Analytics** comparing demographic benchmarks
- **Employee DEI Survey** to evaluate the perception of belonging, culture, career prospects, and leadership at your organization
- **Kick-off Video** by the Consultant to introduce the survey to the workforce
- **Company Website and LinkedIn Review** to assess use of the communication channels
- **Report** containing detailed findings and recommendations
- **Resources** to support Action Plan implementation
- **Assessment Results PowerPoint** to communicate high-level results and recommendations
- **Executive Presentation** of results delivered by the Consultant to leadership
- **DEI Training** via a one-hour, live session (virtual or in person)
- **Dashboard** to monitor and document progress
- **Metrics and Scorecard** to measure and show progress

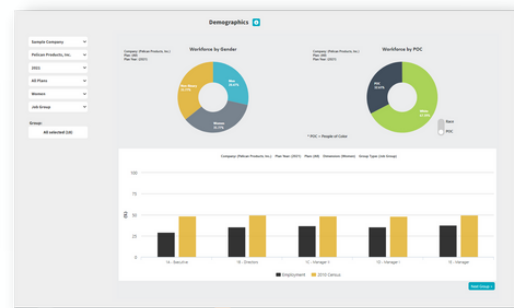


THE DASHBOARD



At-a-Glance Dashboard

Get a bird's eye view of the current state of your DEI



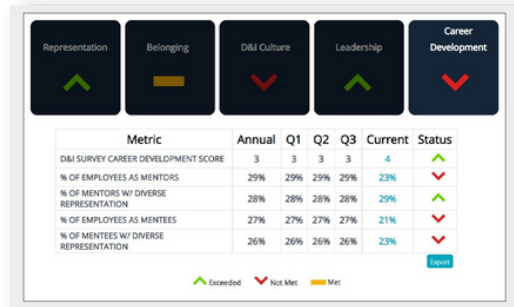
Workplace Demographics

Easily view the makeup of your workforce in vibrant detail



Priorities & Actions

Record, monitor, and manage your DEI Actions



DE&I Scorecard

View progress and share results with a robust scorecard

CONTACT INFORMATION



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