The Diversity & Inclusion Barometer ©

McKinsey's 1997 report 'The War for Talent' stressed the importance of attracting, retaining and promoting leaders from diverse backgrounds in organizations. Today, the majority of senior executives see diversity and inclusion as a strategic business imperative for future business growth. In other words, we know that diversity is important and we may know that we have a problem within our organization in terms of meeting our diversity targets. So why then do we often find it so hard to actually do anything about it? Training, coaching and mentoring can increase awareness and support tactical change but may not be sufficient to drive the strategic changes that may be needed.

The Diversity & Inclusion Barometer© has been designed to help organizations identify blockages they are experiencing relating to diversity and inclusion, promote dialog in the area and identify action that can be taken. It is a customized application of the Organizational Barometer and derived from the theory of The Four Rooms of Change® from Swedish psychologist, Claes Janssen which was developed based on research into individual and collective self-censorship and defence mechanisms. The Four Rooms of Change is a theory that deals with change, with what happens with people and organizations in change and transition and with how they can influence the change process. The four rooms - or psychological states of mind – are known as Contentment, Self-Censorship and Denial, Confusion and Conflict and Inspiration and Renewal.

The Diversity & Inclusion Barometer is not a traditional organizational climate survey as it does not try to measure current levels of diversity in terms of people's personal and professional backgrounds, values, beliefs or thinking styles. Nor does it attempt to measure attitudes to diversity or people's ability to work effectively in a diverse environment. Instead it is a dynamic real-time diagnosis of how people experience diversity in the organization and their thinking around change and the need for change. Issues that relate to promoting greater diversity and inclusion are identified and become the basis for group and organizational dialog and the creation of specific action plans.

The Diversity & Inclusion Barometer consists of 40 items and can be customized to fit your organization's own understanding of diversity. The 'Big Eight' dimensions of diversity described by Deborah Plummer include age, culture/ethnicity, religion, gender, sexual orientation, race, mental/physical ability and organizational role and so ensuring a common understanding of diversity within your organization can be an important first step. For more information on the Four Rooms of Change® theory and other related diagnostic tools, please go to www.fourroomsofchange.com.au.

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