



DEI Solutions

As a leading service provider in affirmative action and compliance, Berkshire has a distinguished record of helping our clients ensure compliance in their affirmative action programs. Our DEI services go beyond compliance in several distinct ways:

Berkshire's Approach to DEI

As a leading service provider in affirmative action and compliance, Berkshire distinguishes our DEI services in many ways:

- **It is highly collaborative and customized to match your vision and strategy** – each DEI report created by Berkshire is based on your business situation and created specifically for you and your company.
- **DEI is not a federally mandated directive** – Berkshire's DEI services take your company beyond federally-mandated directives - allowing you to translate DEI into operational behavior that drives inclusion.
- **Berkshire's DEI approach is demographic and culture-driven** – meaning that our DEI analysis uses a wider range of data points and then analyzes the many unique factors evident in your workforce profile.

With more than 35 years of experience in workforce analytics, Berkshire's approach to DEI is both highly data-driven and informed by decades of collaborative consulting.



DEI Consulting



What You'll Get

At Berkshire, our first step in the DEI process is to get to know your organization – culture, challenges, strengths, and more. We seek to get a holistic understanding of your organizational goals, what's driving you to pursue DEI, and how we can organize and analyze the data to help set a path to get you where you need to go.

Scope of Services

- **Your DEI Diversity Dashboard**

The Diversity Dashboard is a great starting point for your company's DEI initiatives. Once we have analyzed the data you're interested in, Berkshire provides you and your team with the full Dashboard report, including easy-to-understand, shareable charts to show you where your organization stands.

- **HR Diversity Consulting**

Once your data has been analyzed in the Dashboard, Berkshire offers a range of consulting options to guide your business toward the next step in your diversity journey.



Ask Us About Our Pay Equity Services!

Coupled with our DEI services, Berkshire's Pay Equity consulting team can offer a complete analysis of your organization's compensation data -- to align diversity and pay initiatives with your corporate goals.