

## Why are we not seeing more progress despite a massive increase in DEI-related investment over the past two years?

For DEI efforts to be effective, employees must trust that the talent lifecycle is equitable. At TRG, we embed diversity, equity, and inclusion (DEI) into the entire talent lifecycle. Our partnership with you focuses on:



- **Diversity Hiring:** Diversity hiring strategies that reduce bias and help the entire hiring function realize their role as frontline gatekeepers to opportunity and change agents capable of shifting paradigms.
- **Pay Equity:** Data analysis to understand pay equity risk and strategies and tactics to increase equity, including compensation frameworks, market analysis, equitable pay practices, and equitable and inclusive approaches to job offers.
- **Equitable Talent Management:** Data analysis and implementation of consistent, standard, and equitable performance management and advancement practices.
- **Equitable Feedback:** Bias-reducing strategies, development of inclusive behaviors, and implementation of standard processes in order to mitigate bias and ensure two-way feedback.
- **Equitable Access to Development:** Data analysis, process design, and development of behavioral competencies to ensure development opportunities result in equitable outcomes.
- **Retention:** Qualitative and quantitative data analysis to understand what causes under-represented groups to stay or go and develop nimble and equitable processes to respond to feedback.

**DEI is embedded in the fabric of all we do.**

**Reach out** for an introductory call today. We look forward to talking with you!

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