

REPORT OVERVIEW

Culture Diagnostic Tool

PREPARED FOR

ARDUM
& COMPANY

Prepared on 01/30/24

PARTICIPANTS

97/100

OVERALL ANALYSIS

Your team supports diversity in the workplace, as well as DEI initiatives. Employees are adept at recognizing bias in the workplace, and they not only know how to intervene, but are likely to do so. They are well-versed on unconscious bias, sexism, and racism, and are likely to speak up about such issues as they encounter them. Your organization is ready to train on advanced topics in DEI.

OVERALL SCORE

22/25



RECOMMENDED VIEWING

A Brighter Tomorrow: Season 2 Social Awareness and Social Competencies

A Brighter Tomorrow: Season 3 Shaping Systems and the Professional Environment



YOUR RESULTS

Question 1

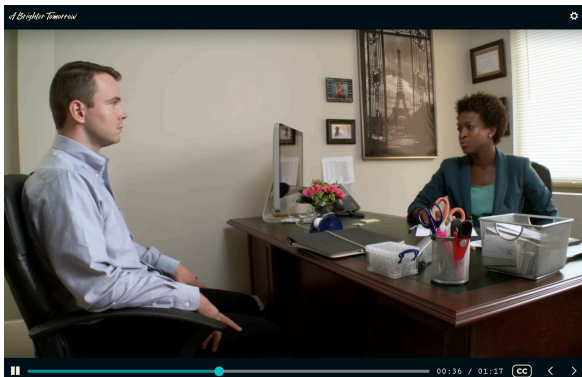
YOUR RESULTS

5/5



SCENARIO SYNOPSIS

You play as Joyce Duncan, an African American woman hiring manager. Today you're interviewing for a position that needs to be filled immediately. Michael Banks, a white male job candidate who is a military veteran, arrives for his interview. You immediately see that he has worn-out shoes and you recall that, in your experience, most veteran candidates haven't transitioned well to the private sector. But you overlook that and take him to your office for the interview. You try to engage him on his military experience and how it might be relevant to your commercial shipping position. But he only gives you, "Yes, ma'am" answers. What should you do?



ANALYSIS

Learners recognize the importance of diversity. They likely understand that unconscious bias can be present during an interview and that it may be here. Learners see there is a bias problem and they know what to do about it/how to disrupt it.

ASSESSMENT QUESTION

What do you want to do?

82%

His military background is different from most people here. But that might be an asset. Try another way to interview him.

6%

His background looks interesting. I can tell he's uncomfortable, but I'm not sure what to do to help him. Move on.

4%

Everybody has to prove themselves in an interview and he's not even trying. Move on.

0%

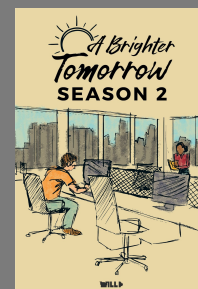
I don't know.

8%

Based on his shoes, and short answers, it's obvious he won't fit in here.

RECOMMENDED VIEWING

Your organization is likely ready for more advanced modules on equity and other ways to disrupt bias. We recommended viewing **A Brighter Tomorrow: Season 2** and/or **3**.



YOUR RESULTS

Question 2

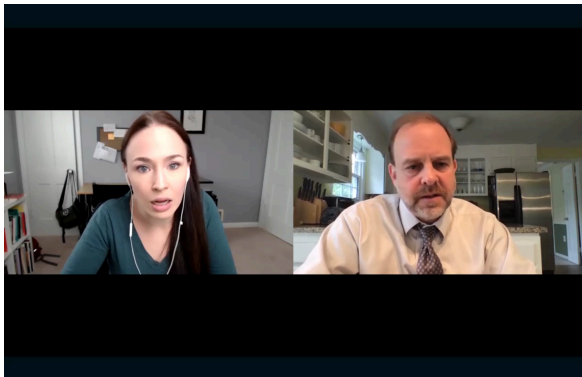
YOUR RESULTS

5/5



SCENARIO SYNOPSIS

Now, you are a project manager. Tom, your older male boss, just missed your Zoom meeting. Recently, you've observed a noticeable change in his mood, with increasing signs of fatigue and sadness. It appears he's struggling with the technology needed for remote work, and even colleagues are excluding him from Zoom meetings due to his tech challenges. Tom confides in you about concerns regarding low workplace productivity and fears of missing important emails. It's clear he's going through a tough time, but you're hesitant to address his mental health directly, fearing potential consequences. Your plan of action needs careful consideration.



ANALYSIS

Learners recognize the importance of a psychologically safe work environment, identifying signs of emotional distress. They navigate situations professionally, offering support to foster a workplace community.

RECOMMENDED VIEWING

The organization is likely ready for more advanced modules on bystander intervention and psychological safety. **A Brighter Tomorrow: Season 2** and/or **3**.

ASSESSMENT QUESTION

What do you want to do?

60%

The company has a psychological safety policy. You are safe to speak up. Talk to Tom about it or go to HR.

17%

The company has a psychological safety policy, but you don't believe you're actually safe reporting issues.

13%

Don't say anything.

20%

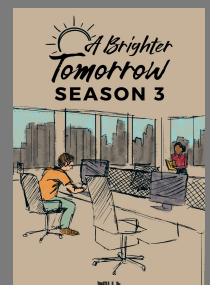
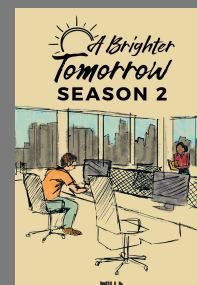
Everybody has good and bad days. Don't say anything.

0%

I'm not sure.

0%

Tom's private life has nothing to do with you. MYOB.



YOUR RESULTS

Question 3

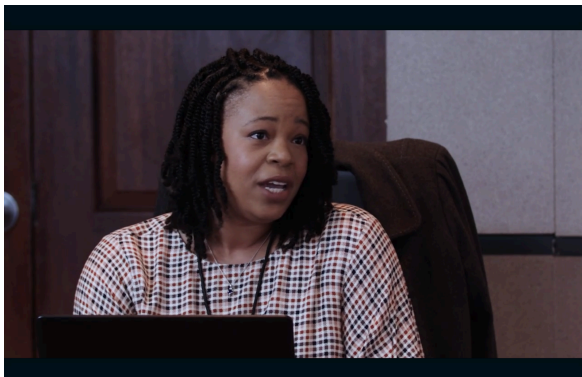
YOUR RESULTS

5/5



SCENARIO SYNOPSIS

You step into Elise Knowles' shoes. You are an African American woman manager in the Strategic Communications department at a local hospital. In an emergency PR crisis meeting, your boss wants suggestions about what to do about a recent viral video depicting explicit racism towards a patient. You suggest that the hospital take responsibility, use social media to address patient care disparities, and involve DEI and Health Equity Officers. Your boss shoots this idea down. Almost immediately, Marie, a white woman, proposes your same idea using different phrasing and receives praise for "her" solution. What is happening in this meeting?



ANALYSIS

The learner identifies racial discrimination in this scenario. Elise's input is undervalued compared to Marie's. Learners understand the broader impact of racial bias, contributing to a hostile work environment and undermining diversity efforts. Learners see and appreciate the need for a workplace culture that values diversity, ensures fair recognition, and actively opposes all forms of discrimination, including racial bias.

ASSESSMENT QUESTION

What do you want to do?

3%

Someone stole your idea and presented it as their own. This is unethical and inappropriate, if not also racist. Document it and report it.

87%

Someone stole your idea, and it's probably race-related, but it would cause more problems than it's worth to report it. Document it privately, but say nothing.

2%

It doesn't matter where a good idea comes from, so long as it's implemented.

2%

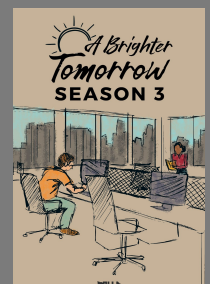
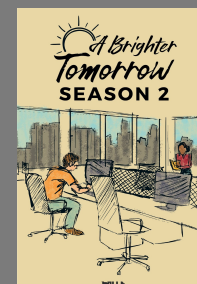
I'm unsure.

6%

People are too sensitive about receiving credit these days.

RECOMMENDED VIEWING

The organization is likely ready for more advanced modules on racism and discrimination in the workplace with **A Brighter Tomorrow Season 2** and/or **3**.



YOUR RESULTS

Question 4

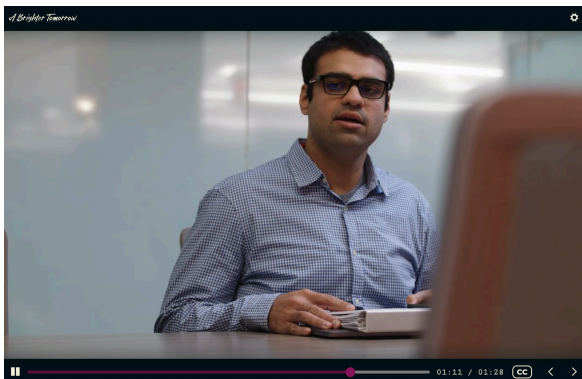
YOUR RESULTS

4/5



SCENARIO SYNOPSIS

You play as Rob Martinez, a new team member who is Latino and gay. You are determined to prove yourself at work. While working on a crucial client deal, a conflict arises with your neurodivergent Muslim colleague, Haseeb. Haseeb maintains a strict schedule, which he emailed to you prior to your meeting. Now, he wants to take a lunch break, but you are on a deadline and need Haseeb's skills and proficiency now. How should you handle this situation?



ANALYSIS

Learners appreciate what makes Haseeb different and acknowledge his diversity adds value to the workplace. But the learner overlooks the broader aspect of neurodivergence and accommodating diverse working styles. Learners misunderstand the differing needs of those with disabilities. Learners would benefit from training that focuses on the fundamentals of DEIB.

ASSESSMENT QUESTION

What do you want to do?

10%

Haseeb should be allowed to work the way he needs to. Give him what he asks for and trust he'll get the work done on his own timeline.

70%

Haseeb has differences that make him invaluable, but veering off your own schedule could get messy. Ask Haseeb to wait to eat till later.

15%

I don't understand why Haseeb can't just eat lunch later. Tell him do the work.

2%

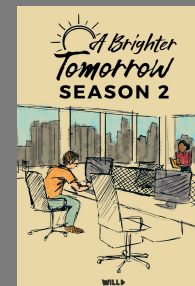
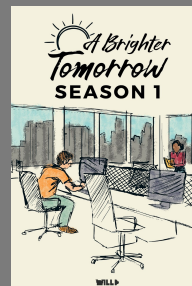
I don't know what to do.

3%

Yeah, we're all different. But that doesn't mean we get to ask for special favors all the time. Make Haseeb do the work on your timeline.

RECOMMENDED VIEWING

The organization is likely ready for the first season of **A Brighter Tomorrow**.



YOUR RESULTS

Question 5

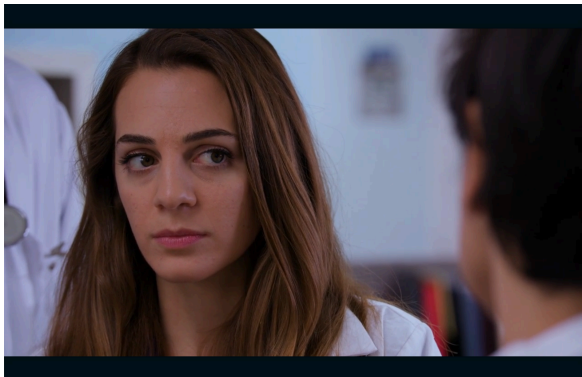
YOUR RESULTS

3/5



SCENARIO SYNOPSIS

You play as Dr. Stephanie Melton, a female resident. You are on rounds with your attending physician Dr. Young, who is known for her wicked sense of sarcasm. During a differential discussion, Dr. Young criticizes the residents' suggestions for a diagnosis and makes culturally insensitive remarks toward a Latino male resident and tells an African American resident to “stop talking” altogether. You face a dilemma – speak up against Dr. Young's behavior, and risk consequences to your own career in medicine, or stay silent.



ANALYSIS

Learners acknowledge the hostile work environment, but didn't recognize Dr. Melton's behavior was harassment, a form of discrimination. Learners believe everyone has to put up with abuse and harassment at some point in their lives and that it isn't worth speaking up against it. The learner should be trained in bystander intervention techniques, racial and sexual harassment, and would benefit from general education about abusive work environments and their long term consequences.

ASSESSMENT QUESTION

What do you want to do?

5%

Someone has to stick up for the way your coworkers are being abused. Speak up now.

13%

I want to speak up for my coworkers, but I'm too afraid to upset the attending physician. I'll send my coworkers a message of support privately to let them know I'm on their side.

79%

Everyone has to pay their dues, right?

0%

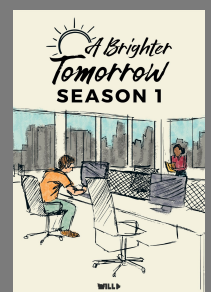
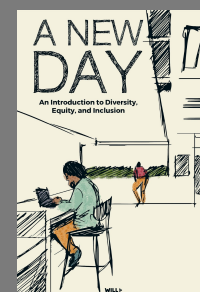
I don't know.

3%

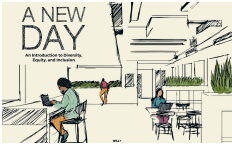
If your coworkers have a problem they can stick up for themselves. No one gets ahead by crying all the time.

RECOMMENDED VIEWING

Learners should start by understanding harassment and discrimination, and psychological safety. Start with **A New Day**, and follow up with **A Brighter Tomorrow Season 1**.



Full Package



A New Day

With a diverse cast and modern storytelling, A Brighter Tomorrow guides learners through DEI&B concepts in fun, short modules. With every story—based on real testimonies—users make decisions as a character who may be different from them. With a combination of compelling storytelling and data-supported facts, learners understand that DEI&B is good for individual growth, team building, and the bottom line.



A Brighter Tomorrow: Season 1

Own Our Thinking: These five episodes explore topics related to our thinking, including empathy, generational diversity, intention versus impact, invisible disabilities, neurodiversity, respect, sexual orientation, and unconscious bias.



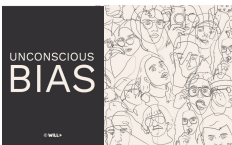
A Brighter Tomorrow: Season 2

Social Awareness and Social Competencies: This season deepens social awareness and builds social competencies through exploration of key concepts: allyship, bystander intervention, distinctions between bystander and upstander roles, cultural diversity, gender identity, microaggressions, privilege, and religious differences.



A Brighter Tomorrow: Season 3

Shaping Systems and the Professional Environment: This season centers on organizational improvement—shaping systems and fostering a positive professional environment. Episodes cover critical topics: active listening, fostering belonging, building diverse teams, credentialing, disability awareness, differentiating equality and equity, promoting inclusion, effective leadership, legal protections, psychological safety, and addressing racial bias.



Unconscious Bias

This first step on a DE&I journey includes instruction on the harm of stereotypes, methods to identify and disrupt one's own assumptions, and how to challenge bias in the workplace.



Emotional Life Skills @ Work

Now more than ever, it's important to create a workplace culture where everyone is encouraged to pay attention to their own—and others— emotional well-being. Give An Hour and WILL Interactive have responded to this moment by creating an engaging interactive experience that offers practical day-to-day guidance for maintaining emotional well-being.



Facing Change

Equip your clinical, administrative, and other employees with the skills necessary to identify, address, and report discrimination and mistreatment.