



## Diversity & Inclusion Services

Diversity & Inclusion (“D&I”) is an important component of how leading companies operate successfully. Today more than ever – organizations of all sizes are realizing they have an opportunity and incentive to make and keep a strong commitment to improving Diversity & Inclusion practices and principles.

Research supports a thoughtful and well-established D&I program leads to improved results in many areas such as availability and retention of high-quality workers, company culture, brand image and reputation, sales and profitability, productivity, customer acquisition and retention, innovation, creativity – and more.

### Building a Successful D&I System

For D&I to be successful, impactful and sustainable, there are several factors to identify and address including:

- Executive and Board-level commitment
- Recruitment strategy and approach
- Training and coaching programs
- Talent and leadership development
- Cultural assessment and ongoing evaluations
- Measurement of key metrics and outcomes
- Communications and public relations



### How Patina Helps You with D&I

Patina has a significant number of experienced and proven D&I practitioners ready to help you:

- Conduct executive and managerial searches producing a high-quality slate of diverse candidates
- Consult, advise and/or execute to:
  - Assess the current state of your D&I program
  - Create a D&I strategy and executable plan
  - Develop executive and managerial search strategies and overall recruiting and retention programs to meet your D&I goals
  - Provide coaching and mentoring for your D&I leaders
  - Deliver D&I education and awareness training
  - Establish, track and report on key D&I metrics and outcomes
  - Ensure legal and regulatory compliance
  - Identify, choose and implement diverse suppliers and business partners

Please contact us if you would like to talk with a Patina Diversity & Inclusion expert.

### About Patina – Uniquely Qualified to Support Your D&I Talent Searches and Program

We are a leading executive talent solutions company providing experts to help companies address a wide range of needs including hiring key executives onto their teams.

