



Diversity, Equity & Inclusion

Championing an inclusive workplace culture.



Our Goals

Neural Shifts and Chameleon Technologies focus on facilitating culture change within companies through a diversity and equity approach. We offer comprehensive solutions in the areas of strategy, implementation, and analytics to foster impactful transformations. We specialize in conducting organizational research and leveraging behavioral science to enhance diversity initiatives for companies operating globally.

Our Vision for Diversity and Inclusion

Our goal is to create a stimulating and fulfilling workplace that mirrors the rich diversity of the communities we operate in and the clients we cater to.

Sample Goals



Diversity: Increase gender representation by X% in all leadership positions.



Retention: Decrease attrition by X % for underrepresented employees.



DIVERSITY & INCLUSION STRATEGY

We conduct an assessment of the employee lifecycle to identify barriers and levers to drive equitable decisions. Then, create a tailored strategy with clear goals to increase diversity, promote equity, and foster inclusion.



ANALYTICS

We use employee data to generate insights & measure inclusion through surveys and focus groups. We create your diversity dashboards to track initiatives and success.



IMPLEMENTATION

We operate as an extension of your D&I team to accelerate execution. Drawing on expertise in behavioral science and process design we create programs and remove bias from decision making systems.

- Program Development [Mentoring programs, Employee resource groups support]
- Employee Life Cycle Process Design



TRAINING

Develop and roll out experiential learning initiatives to support D&I efforts.

- Inclusive meetings
- Growth mindset
- Inclusive Hiring
- Allyship

Tailored DEI Dashboards Exclusively for Your Needs:



Gender



Sexual orientation



Promotion rates



Race & Ethnicity



Employee engagement



Psychological safety rates



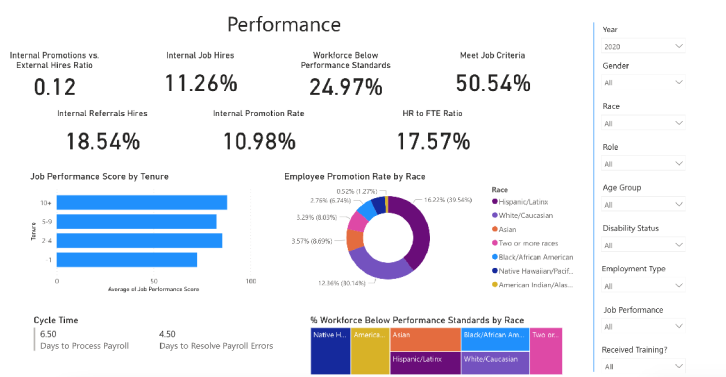
Technical positions



Turnover rates



Engagement rates



Join forces with Chameleon and Neural Shifts to create your DEI Reports and embark on a transformative path towards fostering an inclusive, fair, equitable, and diverse workplace starting today.

