

# DIVERSITY, EQUITY, & INCLUSION FOCUS GROUPS

Focus groups give staff and other stakeholders the opportunity to share and listen to personal experiences. Data gathered from these facilitated conversations are analyzed to identify themes and patterns that are summarized into a report. The final report does not disclose personally identifiable information, so be confident that you can respond honestly.



**CONFIDENTIAL**

EACH SESSION IS FACILITATED AND SCRIBED BY TANGIBLE DEVELOPMENT TEAM MEMBERS.

- *Sessions based on identity groups*
- *Up to 20 people per session*

EACH FOCUS GROUP SESSION ALLOWS FOR UP TO 1-HOUR OF DIALOGUE.

PROTECTING YOUR IDENTITY IS A TOP PRIORITY FOR US SO WE'VE IMPLEMENTED MULTIPLE LAYERS TO ENSURE YOUR ANONYMITY.

## HOW IT WORKS:

1. Tangible Development works with your Project Lead(s) to determine group breakouts (BIPOC, Middle Management, Women, Women of Color, Generational, etc.) and number of total sessions.
2. Focus Group session days and times are scheduled and programmed into Calendly, a calendar scheduling tool.
3. Team Tangible's Comms Team works with your Comms Team to send the sign up link and ongoing updates.

**Diverse teams. Inclusive strategies. Tangible results.**

