



Diversity and Inclusion Skills Gap Measurement Tool

Our Objective

We help clients move diversity to the next level by identifying diversity skills gaps and remediation that enable individuals, teams and organizations to enhance their organizational diversity competence at four different levels: intra-personal, inter-personal, group, and organization.

How It Works?

Organization members take our e-learning course on diversity and inclusion. The course provides a practical and relevant overview of diversity and inclusion from an organizational behavior perspective. After taking the course, the learner answers the questions in the measurement tool.

What is the Tool?

The tool is designed to identify organizational diversity skills deficiencies, thus enabling individuals, teams, and organizations to enhance their competence in this area. The instrument will provide feedback in seven areas: diversity sensitivity, integrity with difference, interacting with difference, valuing difference, team inclusion, managing conflict over difference, and embedding inclusion.

Why Use the Tool?

Because organizational members might not recognize the impact they have on others, there is a need to build their toolkit of inter-cultural competence in order to insure an inclusive environment. Our tool enables individuals and organizations to recognize the skills necessary to embed an inclusive environment, and to identify the skills gaps that need to be addressed in order to ensure a high level of success and competence.

Who is ReSCI?

ReSCI Consulting, LCC was founded in 2015 by Dr. Hanif Nu'Man. ReSCI provides management consultancy services to enhance organizational culture and climate. We use scientific research methods to learn about organizational pain points and customize interpersonal skills training workshops. Hanif began his career as a state-level prosecutor at the Illinois Attorney General's Office in the Financial Crimes Prosecution Unit, handling a variety of financial crimes cases, including theft, embezzlement, state benefits, and mortgage fraud. He earned his doctorate from UW-Madison Sociology Department after researching the cultural cognitive aspects of decision-making within the mortgage industry at the time of the 2008 collapse.