



## ***Service Offerings Brochure***

*Data-driven. Client focused. Learn more about DCI and all of our service offerings!*

***For more information, visit [dciconsult.com](http://dciconsult.com)***





## **DCI Consulting Group is your one-stop shop for HR compliance, data analytics, and litigation support.**

Strategically located in Washington, DC, we leverage our expertise in industrial and organizational psychology and labor economics to understand our clients' organizational challenges and identify strategic solutions. DCI aims to develop best practices and solutions in the areas of employee selection, equal opportunity, and diversity within the workplace.

With over 500 clients and 20 years in the business, DCI has experience with industries including but not limited to aerospace and defense, healthcare, financial services, education, and more.



## **THE DCI DIFFERENCE**

### ***Accuracy***

When it comes to compensation data, accuracy is key. DCI consultants take extra steps to ensure you have a valid report. Our AAPs are audit ready and our pay equity analyses hold up in court. Committing to accuracy saves you and your organization time and money in the long run.

### ***Experience***

Thanks to our location and DCI consultants' years of experience, we understand that pay equity and labor regulations are constantly evolving, and we are always up to date on current practices. As your consulting team, we make sure you are aware of your obligations.

### ***Involvement***

Through our strategic partnership with The Institute for Workplace Equality and our Washington, D.C. location, we have access to and frequently engage with OFCCP and EEOC leadership. We are proud to be thought leaders and we provide our clients timely industry updates, resources, and strategy.





# OFCCP Compliance

***Your Compliance Needs - Handled. We offer full service consulting to ensure your organization meets best practices and complies with applicable laws.***

Complying with OFCCP requirements and regulations can be extremely complex and time consuming. We're here to make compliance less complicated. At DCI, we've helped hundreds of federal contractors meet their EEO/Affirmative Action compliance obligations. We'll work with you to create and implement a proactive Affirmative Action Plan, and we'll ensure that you're fully prepared in the event of an audit.

With OFCCP's increased focus on systemic discrimination and pay equity, it has become even more important to develop a technically-compliant plan. DCI experts know OFCCP requirements inside and out. Prior to a compliance review, our team of professionals can effectively identify potential areas of liability within your organization. We'll guide you through the entire audit process to eliminate surprises, correct addressable issues, and lessen the potentially negative impact of OFCCP findings.



## Affirmative Action Plans

We are more than your Affirmative Action Plan generators, we are your strategic partners.

[Learn More](#)



## EEO-1 & VETS-4212 Filing

If you don't have the bandwidth to complete required annual filings, our experts will take care of everything.

[Learn More](#)



## Audit Support

Now is the time to understand your risk. Our consultants support hundreds of audits annually.

[Learn More](#)



## State Compliance Reporting

State-specific requirements are increasing. Ensure you understand and comply with all applicable laws.

[Learn More](#)



## Diversity, Equity & Inclusion

DE&I is important to your employees, shareholders, and applicants. Let us help you get where you need to be.

[Learn More](#)



## Workforce Analytics

Analytics are essential to every organization. From litigation & risk assessment to compliance, we can help.

[Learn More](#)





# Affirmative Action Plans

*At DCI, we are more than your Affirmative Action Plan developers.  
We are your strategic partners.*

## Accuracy

Gain confidence in your compliance with an accurate and meaningful AAP. We will identify issues and assist with implementation.

## Audit-Readiness

We are prepared to help you with an audit. Our thorough data checks give you the option to prepare audit-ready AAPs every time, so there is less stress when you receive a scheduling letter.

## Unmatched Industry Knowledge

We understand the ever-changing regulations and are up to date on current practices. If you are audited, we will be your strategic partner and help defend you through the entire process.

**Get a free  
compliance  
check!**



Check your compliance and see which regulations apply to you with our free and confidential compliance quiz.

**Take Quiz**

## Our Affirmative Action Plan Solutions:



*Our Most Popular Option*

### Full-Service Consulting

We will partner with you to create annual AAPs in compliance with Executive Order 11246 and the implementing regulations set forth in 41 CR 60-1, 60-2, 60-300, and 60-741. Consulting includes onboarding, data cleaning, an executive summary, and additional support as needed!

**Learn More**



*Software for Small Businesses*

### Online Software

Pronto AAP is an affordable software option only available to businesses with **150 or fewer employees**. For organizations looking for an in-house approach, Pronto AAP offers a user-friendly platform backed by industry-experts. Hourly consulting help is available as needed.

**Learn More**

## More Information:

**AAP Services Overview**

**AAP FAQs**

**AAP Resources**

**AAP Structure**

**Client Success Story**

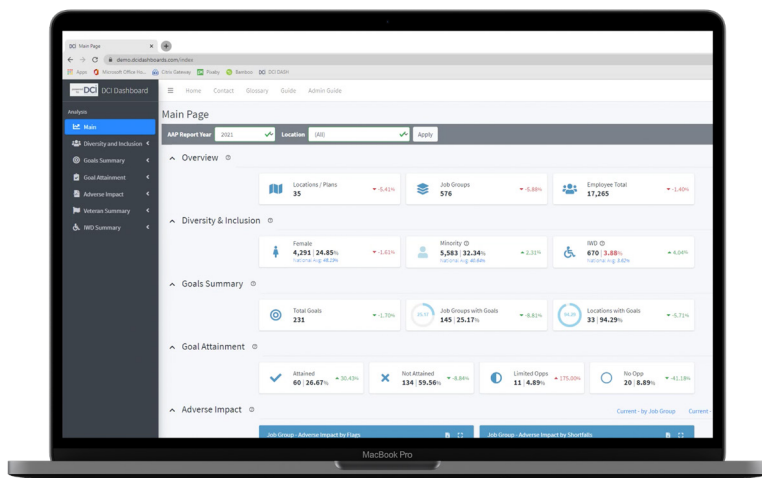


# DCI Dashboards for AAP Data

*Maximize your AAP potential by visualizing AAP analytics at a glance.*

DCI Dashboards - AAP Data - provides the ability to dig deeper into areas of your organization and track your progress through comprehensive visuals that will impress your C-Suite. The dashboards are designed for ease-of-use, enabling easy manipulation and multi-year trending. Appropriate for both corporate and local review, the DCI dashboards will not only save time, but will provide new insights into company trends and identify priority areas.

- **Visualize AAP results**, including:
  - Employee Representation
  - Goal Summary & Goal Attainment
  - Adverse Impact for hiring, promotions, and terminations
  - Summaries for Veterans and Individuals with Disabilities
- **View AAP summaries** and dig into specific regions or areas of the workforce
- **Trend results** over multiple years and across locations
- **Break out results** by AAP job group or job title
- **Identify priority results** for research and action planning



*Quick Demo*

*More Information*



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[\*\*\*More Information\*\*\*](#)



## OFCCP's Contractor Portal: Affirmative Action Program Certification

***Federal Contractors are now required to certify their Affirmative Action Program Compliance. Are you prepared?***

What is the Contractor Portal? The portal is a web-based portal created by OFCCP. It will serve two main functions for interacting with federal contractors:

- Require contractors to log in on an annual basis and certify that they are in compliance with OFCCP affirmative action regulations
- When scheduled for an audit, require contractors to upload the desk audit submission to the portal

[\*\*\*Find Out How DCI Can Help\*\*\*](#)



# OFCCP Audit Support

*If you are being audited, you want the best team to support you.*

## Negotiation with OFCCP

We have experience working with OFCCP and will defend our work and help you navigate the audit process. We can represent our clients on OFCCP matters.

## Experience & Knowledge

Our extensive OFCCP knowledge and experience navigating audits make us the premier choice for audit support.

## Audit-Ready AAPs

Our thorough data checks give you the option to prepare audit-ready AAPs annually, so there's no scrambling when you receive a scheduling letter.

## Support if Review is Escalated

If you receive a Notice of Violations and/or Conciliation Agreement, or if your review is escalated to litigation, we can defend your work at a high stakes national office level. We have experience defending organizational audits with OFCCP national office staff. Our team can assess next steps, provide additional analyses, back pay calculations, and guidance.

### Audit Support Packages

We provide overall strategic support and help your organization submit materials in the best manner possible.

**This includes:**

- Strategy and risk assessment advice
- Preparation of the desk audit submission package
- Assistance with follow-up requests
- Preparing your team for interviews

[Learn More About Audit Support](#)

### Are You on the CSAL?

If your organization is listed on the Corporate Scheduling Announcement List (CSAL), be on the lookout for your scheduling letter. Once your scheduling letter is received, you have 30 days to submit your AAP. View our free audit guides below!



What Do I Do If I Am  
on OFCCP'S CSAL?



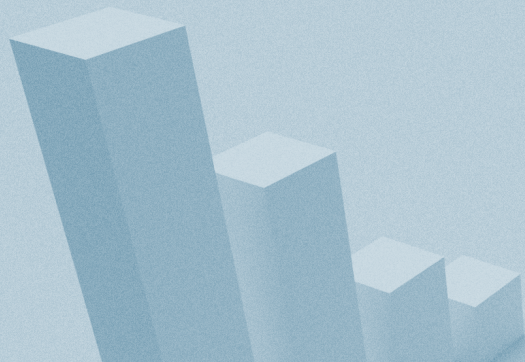
A Guide to  
Compliance Reviews



What is a Corporate  
Management Compliance  
Evaluation (CMCE)?



Can I Request an  
OFCCP Extension?



# General HR Risk Consulting

*Mitigate HR risks that threaten your company's success through a comprehensive analysis of your strengths and vulnerabilities.*

## ***Audit Support Packages***

We will work with you to identify the analyses that will be most beneficial. Our consultants are able to perform a variety of analytics, giving you options. We may recommend an evaluation of the following:

### **OFCCP Compliance**

Our consultants can conduct a comprehensive review of your EEO compliance programs. We can evaluate aspects of your EEO/Affirmative Action Plan including:

- Compensation
- Performance Evaluations
- Employment Actions
- Policies and Procedures

[Learn More](#)

### **Workforce Analytics**

Analytics are essential to every organization. Our range of analytics can help you understand your areas of risk. Analyses include:

- Adverse Impact
- Reduction in Force/Furlough
- Barrier Analysis
- Custom Availability

[Learn More](#)

### **Diversity Metrics**

Diversity and inclusion is important to your employees, shareholders, and applicants. We can help. Metrics include:

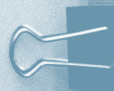
- Diversity Program Evaluation
- Diversity Profile Analysis
- Availability Source Research
- Diversity Survey
- Personnel Transaction Review

[Learn More](#)

[Contact Our Team Today](#)

[Meet Our Consultants](#)





# EEO-1 Filing

## ***Your EEOC filing – Handled.***

*We are your compliance experts. From AAPs to EEO-1 Reports, simplify your process with our one-stop-shop solution.*

***Thinking of Publicly Disclosing? We Can Help!***

## **Who is required to file an EEO-1 Report?**

- All employers that have 100 employees or more
- Federal contractors and first-tier subcontractors with 50 or more employees and \$50,000 or more in contracts

## **Background on EEO-1 Reporting**

EEO-1 Reports are required to be filed with the Equal Employment Opportunity Commission (EEOC) each year by Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e.

In 2018, approximately 73,400 employers representing 56.1 million employees filed EEO-1 reports.

What does an EEO-1 Report contain?

EEO-1 reports require companies to report on the representation of men and women and five racial/ethnic groups in ten broad job categories.



# VETS-4212 Reporting

## ***Your Federal Contractor Compliance Experts***

*We are your compliance experts. From AAPs to EEO-1 Reports, to VETS-4212, you can simplify your process with our one-stop-shop solution.*

### **VETS-4212 Filing Scope of Work**

- Data integrity review and data questions
- Electronic upload to VETS data system
- Where appropriate, interface with VETS administration

***Let us simplify your reporting process!***

## **Who is required to file a VETS-4212 Report?**

Federal contractors or subcontracts with a contract worth \$150,000 or more, regardless of the number of employees, are required to file a VETS-4212 report annually on September 30 each year.

***Contact Our Team Today***

***Meet Our Consultants***

# State Pay Reporting

*As state laws change and more states implement their own fair pay regulations, we are continuing to develop our services to assist organizations working across the United States.*

*Learn More About State Pay Laws*



**California**  
**CA Pay Data Requirement**



**Colorado**  
**CO Equal Pay for Equal Work Act**



**Illinois**  
**IL Equal Pay Act**



**Massachusetts**  
**MA Equal Pay Law**



**Minnesota**  
**MN Equal Pay Certificate**



**New Jersey**  
**NJ Law Against Discrimination**



**Oregon**  
**OR's Pay Equity Law**



**Puerto Rico**  
**PR Equal Pay Act**



**Washington**  
**Equal Pay Opportunity Act**

**Free Resource**

**Visit our interactive pay equity map!**

[Learn More](#)



# Pay Equity

***Paying employees equitably is the right thing to do. DCI is here to help.***

Not only is paying employees equitably the right thing to do, it also makes the most business sense. A significant portion of employees who leave their jobs cite pay issues as a major reason, and onboarding new hires can be costly. Many customers make purchasing decision based on companies' ethics. Negative press can cost your company millions. Additionally, the law requires equal pay, and lawsuits can get expensive.



DCI offers different pay equity solutions ranging from proprietary software to full service consulting, so you can choose what works best for your organization.



## ***Full Service Consulting***

**Our most popular option. Includes full data checks and explanation of results.**

*Many organizations do not have the in-house expertise to conduct a meaningful analysis in-house. Outsourcing pay equity services can reduce the workload burden and ensure an accurate and defensible analysis.*

**Learn More**



## ***EEOPay Software***

**The do-it-yourself approach. Software enables more frequent analyses.**

*Software could be a good fit for your organization if you have an in-house approach and resources available around time, legal advice, and familiarity with statistics. With pay equity software, you can perform an analysis more frequently.*

**Learn More**

***Contact Our Team Today***

***Meet Our Consultants***

## ***Free Resource***

***Webinar: Pay Gap vs. Pay Equity***

**Watch Now**

A background image showing several coins, likely US dollars, stacked and slightly out of focus, with a blue tint.

# Full Service Consulting

***We are leaders in addressing pay equity.***

**Confidence in your analysis:** We bring expertise in pay equity laws, statistics, and compensation to ensure your analysis is done in a meaningful way. Our consultants offer an explanation of your results, next steps, and additional context around your analysis.

**Resources and Guidance:** Your dedicated consulting team will work to understand your organization and provide recommendations based on your results. Free resources, trainings, and checklists are also available.

***Free Pay Equity Resources***

***Pay Equity Success Story***

## Pay Equity Consulting

### *Project Scope*

We will conduct the pay equity study in accordance with standards set forth under Title VII of the Civil Rights Act ("Title VII standards"). Our consultants will develop appropriate employee comparison groups by identifying employees who are similarly situated under Title VII standards. We will compare base pay or total compensation by gender and again by race and conduct a multiple regression analysis for each SSEG. The initial regression analysis will examine how tenure variables readily available in the HRIS system account for differences in base pay or total compensation.

***Compare Pay Equity Options***

***Learn More About Pay Equity***



# EEOPay: Pay Equity Software

*Designed by experts. Used by experts. Supported by experts.*

## Why EEOPay?

- **Accurate Reports:** EEOPay is the tool you need to complete an accurate, defensible pay equity analyses for your entire organization.
- **User-Friendly:** With user-friendly templates, EEOPay simplifies complex EEO statistical models.
- **Recognized Methods:** EEOPay uses statistical methods accepted by the courts, EEOC, and OFCCP.

## Am I a good candidate for Pay Equity Software?

*A good candidate for pay equity software has the following:*



Comfort and knowledge around statistical analyses



Plans to analyze pay equity more frequently than once a year



Has in-house staff well versed in legal, statistics, and compensation

## EEOPay Reporting Includes:



Pattern of Disparity Reports



Wage Gap Report



Salary Adjustment Calendar



Large Employee Group Comparisons



Large Employee Group Comparisons



Non-Statistical Comparisons

*And more!*

[EEOPay Brochure](#)

[Learn More about EEOPay](#)





# Wage Gap Consulting

***The wage gap has become a popular metric for employees, shareholders, and the media.***

Understanding your wage gap and identifying areas of risk is crucial — before you disclose information publicly. Our experts can help you understand what a wage gap really means and how it differs from a pay equity analysis. We may recommend further analytics to supplement your existing analysis and remedy any areas of concern.

[Learn More](#)

## Scope of Work

We will work with you to understand the necessary and available data to conduct a wage gap study at your organization, examining the gap along both gender and race lines. Our consultants will produce both the unadjusted and adjusted wage gap. We will help you understand this distinction and what the differences between these gaps can tell you about your organization.

Unadjusted Wage Gap - The percent difference between protected groups without controlling for factors related to the level or complexity of the work performed or other structural variables.

Adjusted Wage Gap - The percent difference between protected groups after controlling for factors related to the level or complexity of the work performed or other structural variables. Factors may include line of business, job title, or geographical difference.

### Global Wage Gap

We can conduct a global wage gap by country and across country, depending on the availability of a common wage metric. We will use a log-linear multiple regression model that groups all employees in an analysis. We will identify the unadjusted wage gap and adjusted wage gap accounting for organizational and structural factors.

United Kingdom Mandatory Gender Pay Gap Reporting - Based on a snapshot of UK employees, we will compute the mean and median gender pay gap, the mean and median gender bonus pay gap, and the proportion of men and women in each of four pay quartiles.

[Contact Our Team Today](#)

[Meet Our Consultants](#)

**Free Resource**

**Webinar: Pay Gap vs. Pay Equity**

[Watch Now](#)



# Diversity & Equity Analytics

***Organizations can't afford to guess when it comes to setting and meeting Diversity, Equity, Inclusion, and Accessibility (DEIA) goals. More than two decades of experience in equal employment opportunity has taught us that the roadmap to progress looks different for every organization. Let us help you meet your goals.***

[\*Learn More About DEIA\*](#)

***We will work with you to determine which studies will benefit your organization. Below are a few of our most common projects:***

- Bridging affirmative action, compensation, and DEIA analytics
- Barrier analyses
- Diversity profile reviews
- Employee lifecycle studies and dashboards
- Holistic organizational diagnostics
- Intersectionality analyses
- Racial equity and civil rights audits
- Pay equity index
- Policy reviews
- Velocity of promotions and attrition studies

*A strategic diversity plan will be provided at the conclusion of the project that provides a roadmap of action steps to enhance workforce equity.*

## Project Lifecycle

***Phase I: Project Launch & Discovery***

***Phase II(a): Quantitative Analyses***

***Phase II(b): Qualitative Analyses***

***Phase II(c): Quality Assurance***

***Phase III: Review of Findings & Recommendations***



# Higher Education Recommendations

## ***Addressing Pay Equity and Diversity, Equity & Inclusion at higher education institutions:***

Across the country, students, faculty and the public are urging universities to examine their practices for equity across race and gender. Higher education institutions need to prioritize these issues.

[\*Learn more\*](#)

## **Our Recommendation**

Our metric-based approach is founded in decades of experience working with higher education institutions. We understand the unique structure and challenges and will customize our analytics based on your organization's needs.

Based on our success with higher education institutions, we recommend a two-phase approach.

### **Phase I: Faculty and Staff Pay Equity Studies**

This includes a separate faculty and staff pay equity study based on standards established in Title VII of the Civil Rights Act of 1991.

### **Phase II: Diversity, Equity & Inclusion Analyses**

This phase begins with an initial discovery and scoping step, followed by analyses customized based on step one findings.

[\*Contact Our Team Today\*](#)

[\*Meet Our Consultants\*](#)

### **Free Resource**

***Diversity at a Glance Series: Educational Services***

[\*Read Now\*](#)





# Workforce Analytics

***Analytics are essential to every organization. Whether you are facing litigation, assessing your risks, or seeking compliance, we are your data experts.***



## Adverse Impact Analysis

Every personnel decision risks resulting in adverse impact. Understand your liability and mitigate risk.

[Learn More](#)



## Reduction in Force

A RIF or Furlough Analysis can be done before layoffs in order to analyze EEO implications, or they can be done afterwards to understand and possibly defend the process used to determine terminated employees.

[Learn More](#)



## Hiring Considerations

If you are considering a significant increase in workforce, it's crucial to review and evaluate your process.

[Learn More](#)



## Custom Availability Reporting and Trending

In order to have a technically-compliant AAP, you need to have accurate availability reporting. If the employment data from the Census Bureau does not accurately reflect your population, consider alternate sources of availability.

[Learn More](#)



## Barrier Analysis

EEO analytics can be framed to monitor the entire employee life cycle. From recruitment and hiring to retirement, understand barriers in your organization.

[Learn More](#)



# Adverse Impact Analysis

***Every personnel decision risks resulting in adverse impact.  
Understand your liability and mitigate risk.***

[Learn More](#)

[What is Adverse Impact?](#)

[Success Story](#)

## ***Project Scope***

Adverse impact is a substantially different selection rate between groups that puts members of certain groups at a disadvantage. Understanding this area of liability is often crucial. We can conduct adverse impact analyses on your organization's application, promotion, and termination decisions, identifying areas of concern from a statistical and a practical standpoint.

Our consultants will provide best practice recommendations on personnel decisions to mitigate your risk moving forward.

## ***Steps Analysis***

If you are complying with the Uniform Guidelines on Employee Selection Procedures (UGESP), it may be useful to evaluate the steps, or stages, in a selection process that may be causing a barrier to an employment outcome. DCI consultants are experts in adverse impact and the detailed stages of defining selection procedures. Our statistical experts can evaluate which stage of the hiring or selection process (e.g., interview process, resume review, selection test) may be the root cause of adverse impact.

[Contact Our Team Today](#)

[Meet Our Consultants](#)



# Reduction in Force

***A RIF or Furlough Analysis can be done before layoffs in order to analyze EEO implications, or they can be done afterwards to understand and possibly defend the process used to determine terminated employees.***

[Learn More](#)

## ***Project Scope***

It's important to have an expert review your reduction in force (RIF) to ensure that the staffing changes don't result in adverse impact. DCI consultants provide RIF analytics based on such categories as race/ethnicity, sex, and age. We can customize these analytics to consider variables like performance ratings, tenure, incentive offers, and other eligibility metrics.

RIF or Furlough Analyses can be done before layoffs or furlough decisions in order to analyze EEO implications, or they can be done afterwards to understand and possibly defend the process used to determine terminated employees.

When conducting a RIF analysis, there are many factors to consider.

[Contact Our Team Today](#)

[Meet Our Consultants](#)





# Hiring Considerations

*If you are considering a significant increase in workforce, it's crucial to review and evaluate your process.*

[Learn More](#)

## ***Project Scope***

DCI consultants provide analytics and EEO guidance identifying potential adverse impact on categories such as race/ethnicity, sex, and age. When making significant changes to the workforce, employers must abide by laws such as Executive Order 11246 and Title VII of the Civil Rights Act, among others. Certain recruitment and outreach efforts may also be required.

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[Meet Our Consultants](#)



# Barrier Analysis

*EEO analytics can be framed to monitor the entire employee life cycle. From recruitment and hiring to retirement, understand barriers in your organization.*

[Learn More](#)

## ***Project Scope***

DCI consultants can frame EEO analytics to monitor the entire employee life cycle. This cycle often begins with recruitment and hiring; transitions to promotions, raises, and bonuses; and ends with separation via voluntary turnover, involuntary turnover, or retirement. Such monitoring can also be paired with qualitative research in the form of interviews, focus groups, and materials reviews. By taking multiple factors into account, we see a more complete picture and we're able to conduct a more accurate analysis.

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[Meet Our Consultants](#)





# Custom Availability Reporting and Trending

***In order to have a technically-compliant AAP, you need to have accurate availability reporting. If the employment data from the Census Bureau does not accurately reflect your population, consider alternate sources of availability.***

[Learn More](#)

## ***Project Scope***

Customized availability analysis is important because in order to have a technically-compliant AAP, you're going to need accurate availability reporting. Employment data collected by the U.S. Census Bureau may not accurately reflect the unique populations from which you fill open positions, and this makes it more difficult to estimate the availability of women and minorities for specific jobs.

### **That's where we come in.**

DCI's proprietary software allows for the use of alternate sources of availability. When better sources than Census data are available, our software helps us see a clearer picture of the labor pool.

### **What does that mean for you?**

Accurate availability reporting can help you set goals that are more realistic and attainable, which means your AAP will be more effective and successful.

[Contact Our Team Today](#)

[Meet Our Consultants](#)



A grayscale background image showing a person from behind, sitting at a desk and working on a laptop. The person is wearing a dark-colored top with a zipper. The image is slightly blurred, focusing on the text overlay.

# Litigation Services

*Providing Research, Insight, and Support*

Are you currently facing litigation? Our team of Industrial-Organizational Psychologists and Labor Economists support law firms by performing a wide variety of expert witness services. Our Ph.D. level staff has extensive knowledge and experience.

DCI's litigation support practice is dedicated to assisting clients by providing expert testimony and HR consulting related to employment discrimination claims.

Methodologies are based on best practices as identified by the most recent scientific literature and professional standards. Services may include:

- **Expert witness services** in class action employment discrimination lawsuits and investigations related to HR areas such as selection, promotion, pay, performance evaluation, and sexual harassment. DCI performs this work during all stages of litigation from class certification through post-litigation.
- **Proactive work** to identify risks in employment practices and design new systems.
- **Post-litigation activities** to comply with settlements or consent decrees

Work frequently involves:

- Customized qualitative and quantitative research such as coding studies to support expert testimony
- Job analysis
- Test validation and psychometric analyses
- Adverse impact analyses

*General Litigation Support*

*Expert Witness Services*



# Personnel Selection

***Our highly qualified Selection & Assessment Team is here to help.***

Our Selection & Assessment Team will work with your organization to conduct an evaluation across your organization or designated scope. We can provide employee selection and equal employment consulting as well as employment testing, job analysis, validation strategies, and quantitative methods in the equal employment context. We have experience conducting large scale adverse impact analyses of selection processes, developing and validating selection procedures, and training clients on a variety of employee selection issues.

## Selection Procedure Development & Validation Research

In the fight against systemic discrimination in the workplace, employment tests and other selection methods have become an important issue for both the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs (OFCCP).

DCI will work with you to customize a scope that meets the needs of your organization.

Scope could include:

- Evaluating your organization's selection procedures to determine your potential for adverse impact
- Provide an objective review of content and job-relatedness evidence to make sure you're measuring what you should be measuring
- Conduct formal validation research of your selection procedures to help you see how effective and legally-defensible your employment decisions are.

[Learn More](#)

## Job Analysis Research

A comprehensive job analysis may uncover critical information for your organization. DCI has conducted job analysis research across a wide range of industries and roles. Our customizable consulting services will help you make essential employment decisions, from hiring and training to assessing and promoting.

Accomplish organizational goals including:

- Redesigning jobs
- Setting compensation
- Identifying Skill gaps and training needs
- Updating job descriptions
- Developing and validating selection procedures or policies

[Learn More](#)



# Litigation Support

*We provide support — before, during, and after litigation.*

Our team of Industrial Organizational Psychologists and Labor Economists support law firms by performing a wide variety of expert witness services.

[Learn More](#)

## Expert Witness Services

### Testifying Work

To conduct a thorough evaluation of tools, policies and procedures being challenged in litigation, DCI consultants will analyze organizational policies and procedures, depositions, research studies, and other relevant information.

In some situations, DCI I/O Psychologists may conduct independent research as well as research related to job analysis, job-relatedness, psychometrics, adverse impact, leveraging a variety of quantitative and qualitative approaches.

As testifying experts, DCI consultants can write affirmative reports related to available theory, research, and professional opinion. DCI Experts can also objectively evaluate the work of other experts, and write rebuttal reports. Testifying experts provide deposition and court testimony.

### Consulting Work

When our consultants are needed in a non-testifying role, we'll work with law firms as consulting experts. Our Industrial Organizational Psychologists and Labor Economists have performed a wide variety of services in this capacity.

We offer:

- Review of recruitment and Equal Employment Opportunity (EEO) Compliance
- Job analysis
- Evaluation of HR processes (hiring, promotion, performance measurement)
- Validation research
- Analysis of workforce data
- And more!

## Post-Litigation Services

### Remedial Work

Our expert staff have been selected as the post-settlement experts on a wide variety of matters. When an EEO trial ends or an organization settles an EEO claim, there are often remedial dimensions of the agreement that must be addressed. As jointly-appointed experts, our Industrial Organizational Psychologists and Labor Economists work to meet the requirements of the settlement agreement. This complicated work often involves evaluating and refining a variety of HR processes and interacting with plaintiff attorneys, defense attorneys, and federal agency/court stakeholders.





# Environmental Social Governance

***Priorities are changing. Assess your risks and ethical impact.***

*ESG is vital to your business strategy. Your customers, stakeholders, investors, and business leaders want to see how your company is acting on behalf of the common good. Environmental Social Governance measures efforts pertaining to sustainability and conservation, the treatment of people, and how the company is being conducted to make financial predictions.*



**Here at DCI, we can help with the Social and Governance aspects of ESG. We help solve organizational challenges for our clients so that they can leverage the results to affect company change.**

***Learn More About How DCI Can Help!***

## Our ESG Insights

Implementing an ESG data strategy that will drive change and enhance the value of your company requires the help of trained experts. Join our consultants as they discuss aspects of ESG you should be considering.

**View Video Blogs**

**Contact Our Team Today**

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