



# RILA RETAIL ADVISOR FOR DIVERSITY AND INCLUSION

Assessing the D&I journey in retail

## STEP 1: GET REGISTERED

The RILA Retail Advisor for D&I is free for verified retail companies. To start, register your organization and team with this [form](#). You must identify an Organization Manager, who will be the main Advisor contact and have administrative abilities such as starting assessments and managing team member roles. Once registration is complete, team members will receive an email with log-in information and can access the [Advisor](#).

THE ADVISOR IS A FREE CLOUD-BASED ANALYTICAL PLATFORM THAT PROVIDES PROGRAM EVALUATION, CUSTOMIZED GUIDANCE, PEER BENCHMARKING AND GOAL SETTING FOR MANAGEMENT OF RETAIL INCLUSION AND DIVERSITY PROGRAMS.

## STEP 2: CREATE AN ASSESSMENT

To start a new assessment, click on the blue "Add Assessment" button on the right. Only the Organization Manager can start a new assessment or see the "Add Assessment" button.

The assessment process has 4 stages:

1. **Background** – information about the organization
2. **Questionnaire** – program assessment
3. **Review** – questionnaire is complete but changes can still be made.
4. **Completed** – the assessment is final

You do not have to finish an assessment in a single session, and can go back and forth between stages. However, make sure to "Save Progress" with the blue button in the lower right corner.

User permissions to edit assessments and view results is based on their role, which the Organization Manager designates using the Collaboration Menu on the left side.

Team members and organizations are added in Step 1; to add more the Organization Manager can contact us.

## STEP 3. REVIEW THE GUIDANCE

Click on the Guidance menu on the left to see recommendations generated based the organization's background and questionnaire answers.

## STEP 4: REVIEW RESULTS AND PEER BENCHMARKING

For results, select "D&I Leadership Model" under the Results Menu on the left side. Drill down using the grey chevrons at the end of each line in the Category Key. For benchmarking, select the "Peer Benchmarks" tab on the main screen and click on the "Peer Benchmark" button on the right side. Use the drop-down menu to compare your program to different peer groups.

USE THE CHEVRONS ( > ) FOR MORE INFORMATION OR TO EXPAND SELECTIONS

Assessment results and information such as questionnaire responses and guidance, can be downloaded as a pdf from the Summary > Reports menu on the left side of the screen.

## STEP 5: CONTINUOUS IMPROVEMENT

Use the Advisor to evaluate your program, start internal discussions about optimal program levels, and to set goals. You should update your assessment periodically, at least annually. Peer results change as companies add assessments so check back frequently for updated results.