

Change Management Support in DEI Culture Change Journey

London Public Library (LPL) was seeking consulting services to help guide the organization on their Anti-Racism and Anti-Oppression and Diversity, Equity, and Inclusion (DEI) culture change journey.

LPL asked Prompta to:

- Assess the current culture of the library and,
- Provide feedback on the Library's new strategic plan through an anti-racism, anti-oppression lens.



Prompta Provided the Following Services:

- Change Management Consultations
- Foundational Anti-Oppression and Anti-Racism Education and Training
- AI-enabled anti-racism and anti-oppression Surveys
- DEI Benchmarking / Gap Analysis
- DEI Strategy Development and Action Planning
- DEI Roadmap Implementation

Prompta

Since 2008

"Along the anti-racism and anti-oppression culture change journey, Prompta provided a safe space to allow for difficult but respectful conversations to take place on the topic of racism and its place in the organization and in society as a whole."

Michael Ciccone, CEO of LPL

Internal Analysis



Holistic Anti-Racism and Anti-
Oppression assessment/audit,
including reviewed policies,
procedures and ways of working.



AI enabled Anti-Racism and Anti-
Oppression surveys for employees
and volunteers.



In-depth interviews – leadership
interviews.



Anti-Racism and Anti-Oppression
Education Workshop and Training.

External Analysis



AI enabled Anti-Racism and
Anti-Oppression surveys for over
8,500 community members.

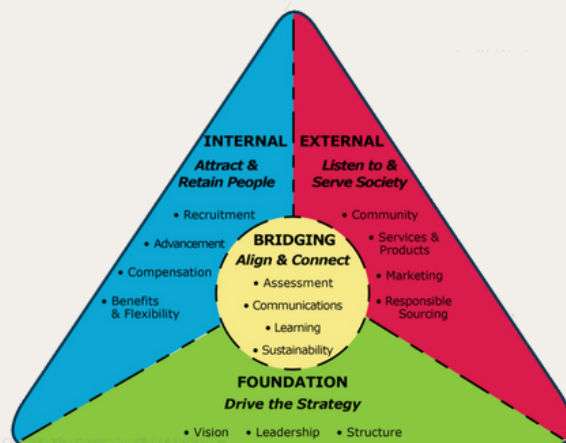


In-depth interviews with
marginalized and racialized
community leaders

Prompta Insights® Informing the GDEIB

Global Diversity, Equity, and
Inclusion Benchmarks

- Analyzed where LPL currently resides
on the DEI Continuum — current state
and progress measurement
- Created strategies and
recommendations based on Prompta
Insights to support LPL to be more DEI
friendly
- Empowered and supported LPL in
their journey to become more
diverse, inclusive, equitable,
accessible, and welcoming
workplaces for all stakeholders
- Supported and guided the Steering
Committee



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5-step DEI Assessment/Audit



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