



**Inspirus Consulting, Inc.**

## **Helmer Scientific Case Study**

### **Topic: Diversity, Equity, & Inclusion Strategic Action Plan**

#### **Opportunity**

Helmer Scientific designs, manufacture, and distributes specialized medical and laboratory equipment to clinical and life science customers in over 125 countries. The organization desired to attract a diverse workforce, establish an inclusive culture, and positively impact their local community. The CEO participated in an All Staff listening session in the summer of 2020 (following the death of George Floyd). They are now part of Trane Technologies in the Life Science Solutions division.

#### **Approach**

Following a few in depth discovery conversations with the top leadership, we agreed conduct an organization wide assessment and report insights. We facilitated a data feedback session and helped the organization identify their top DEI priorities and strategies which also support key operational goals.

#### **Outcomes**

The organization decided to launch (5) specific DEI related initiatives and appointed an internal DEI leader. They also formed an internal DEI Advisory Committee to collaborate with leaders on designing and executing the agreed initiatives.

#### ***Top 5 DEI Strategic Priorities***

1. Developed & implemented DEI leadership competencies (hiring, training, & assessment)
2. Launched DEI Interviewing training (included recruiters and hiring managers)
3. Conduct talent acquisition process improvement (to increase candidate diversity)
4. Develop leader and staff DEI training curriculum
5. Establish a DEI Dashboard to track progress

#### **Insights**

Having visible and consistent CEO support throughout the engagement made a significant difference in ensuring the work was fully integrated into all systems, policies, and people related processes. Ensuring we selected and developed an impactful internal Change team was also critical in proliferating ambassadors of the work across levels of the organization. One of the most significant challenges was accommodating the front-line manufacturing members of the Change team. The organization was acquired in 2023 and are continuing its DEI work.