



**Data-Driven, Client Focused**



# ABOUT DCI

DCI Consulting Group, Inc. is a human resources risk management consulting firm strategically located in Washington, D.C. Since 2001, DCI has provided expert solutions to hundreds of employers on the complex issues of Equal Employment Opportunity (EEO) compliance. DCI's consulting staff are recognized experts in pay equity analyses, affirmative action plan development and implementation, employee selection and test validation, diversity metrics, and OFCCP audit and litigation support.

DCI's clients represent a cross-section of industries, including aerospace and defense, financial services, pharmaceuticals, high technology, education and manufacturing. DCI also works directly with national law firms to provide related litigation defense services, and provides consulting services to a variety of federal agencies.

DCI's consulting staff hold graduate degrees in the fields of Industrial and Organizational Psychology and Labor Economics. Following industry-proven and government-recognized methods, our consultants help alleviate our clients' burden of preparing advanced, statistically driven analyses. The expert staff at DCI safeguard corporate reputations and finances with guidance and software-enabled solutions using a quantitative and rational analysis of advanced statistical practices.

# OFCCP COMPLIANCE

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.

- Affirmative Action Plan development
- Pay equity analytics
- Audit support
- Adverse impact analytics
- EEO-1 reporting
- VETS-4212 reporting
- Executive summary reporting
- Enterprise-wide trending of results

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.





# EEO LITIGATION SUPPORT

When your organization is facing challenges related to OFCCP compliance, EEOC allegations, or private EEO litigation, you need meaningful data and analytic support to defend your case. DCI's experienced professionals are uniquely qualified to assist you through the litigation process. We provide customized support, strategic consulting, and expert services to a variety of clients, including federal contractors, other private sector organizations, federal agencies and law firms.

## Expert Witness Support

- Case preparation, conciliation proceedings or settlement discussions
- Provide expert witness support in testifying or consulting roles related to depositions/trials
- Support clients by providing expert services on post-litigation remedial matters (e.g., refining and/or validating processes or policies after a ruling or settlement has occurred)

## Statistical Analytics and Technical Reports

- Disparate impact and disparate treatment analytics
- Pay equity analytics
- Test validation
- Reduction-in-force analytics
- Analysis of hiring, promotions, demotions, transfers, and terminations
- Performance appraisal analytics

## Strategic Consulting

- Technical support
- On-site assistance, consulting or support
- Mock negotiation
- Damages estimates



# DIVERSITY METRICS

It's no secret that diversity drives success. Our team can help you reach your Diversity and Inclusion (D&I) goals and keep moving forward. Using advanced analytics, DCI consultants will show you a clear picture of where your organization currently stands with respect to D&I. We'll identify potential disparities across the full spectrum of recruitment strategies, employment actions, and the employee life cycle.

## **DCI's workforce metrics include:**

- Diversity benchmarks
  - o Linking diversity metrics to business metrics
  - o Person of color and women representation
  - o Applicant flow diversity assessment
- Glass ceiling analytics
- Disability metrics
- Recruitment analytics
- Other customizable diversity reports

Through a comprehensive diversity initiative, we'll determine whether your organizational policies, procedures, and practices are creating barriers to members of certain protected groups (e.g., women, minorities, individuals with disabilities, etc.). Once we find the barriers, we'll work with you to remove them.

# SOFTWARE

EEOPay is the latest version of DCI's comprehensive and advanced salary equity analysis software that has been leading the industry since 2001. EEOPay allows organizations to identify potential pay equity problems and necessary salary adjustments. The software was developed with human resources professionals in mind, enabling the non-technical HR professional to conduct advanced statistical analyses and use the results to make sound decisions—all without being a statistician. EEOPay utilizes the most advanced statistical analyses that are accepted by the courts, EEOC, and OFCCP, and can be used to conduct both proactive analyses and analyses within the scope of an OFCCP or EEOC investigation. This software helps employers practice non-discriminatory pay policies while avoiding costly compensation settlements.

# TESTING & VALIDATION

Tests and selection procedures that facilitate employment decision-making vary significantly in quality and in scope. While a solution may be easy to implement, it may not be effective or legally defensible. DCI experts will help you understand the nuances and determine which selection procedures are right for your organization. We'll also evaluate whether your validation procedures are consistent with the Uniform Guidelines on Employee Selection Practices (UGESP) and case law.

## **Our customized solutions provide human capital insights that are:**

- Based on extensive use of psychometrics, statistics, and the scientific method
- Founded upon legally defensible research
- Potentially applicable to employment decision-making, work performance measurement, and other aspects of organizational behavior



# Got Questions? We've Got Answers!

For more information about our  
products and services, please  
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