

Fractional CDOs

*A cutting-edge solution offered by
Gold Enterprises, LLC*

Fractional Chief Diversity Officers can coordinate efforts and solve challenges in ways that can provide longer term results than any one program or part time passionate DEI practitioner. Read on to learn more.

***Inquiries can be sent to
info@goldenterprisesllc.com.***



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What is a Fractional CDO?

A **Fractional Chief Diversity Officer (CDO)** provides your organization with strategic Diversity, Equity, and Inclusion (DEI) leadership that is both flexible and cost-effective. The role of Fractional CDO is positioned to help drive measurable improvement in equity and inclusion across your organization, without the full-time employee commitment of a permanent executive. Our Fractional CDOs bring decades of experience and strategic insight, ensuring that your organization will and can achieve its DEI goals while sustaining adaptability in today's versatile business climate.

What are the major benefits of a Fractional CDO?



Investing in a Fractional CDO allows your organization to reap the long term benefits of comprehensive DEI strategies including enhanced employee engagement, higher retention rates, and an improved organizational reputation. The Fractional CDO will not be an employee of your organization but instead is hired on a retainer with a specific Scope of Work to complete in 18 months or less. A Fractional CDO allows your organization to receive top-tier DEI leadership tailored to your organization's needs without the overhead of a full-time executive.

By embedding DEI into the fabric of your business operations, your organization can expect tangible returns, including a more inclusive culture, reduced turnover, and a stronger brand that resonates with a diverse climate base.



No long term commitment for your organization to any one individual.

Access to very high-level, specialization skills in a professional DEI strategist.



A leader who does not need to ineffectively divide their time between other traditional overlapping roles such as Human Resources, Communications, or EEOC.

You save on benefit costs by not carrying the responsibility of health insurance, 401K, hiring bonuses, and relocation costs.



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Why Gold Enterprises Created This Solution...

Through the years of providing services to clients, many had at least five unaddressed issues:

- **Short-Term vs. Long-Term Impact:** Clients found that while short-term consulting projects brought immediate improvements, they needed sustained leadership to embed DEI into the organizational culture for long-term impact.
- **Resource Constraints:** Clients often faced budgetary constraints that made it challenging to justify the expense of a full-time Chief Diversity Officer, despite the critical need for DEI leadership.
- **Need for Strategic Continuity:** Clients recognized the importance of maintaining momentum in their DEI initiatives but found it challenging to ensure continuity after the completion of their consultancy with GELLC.
- **Difficulty in Measuring Progress:** Clients faced challenges in tracking and measuring DEI progress over time, leading to a need for a strategic leader who could implement data-driven approaches and ensure accountability.
- **Avoidance of Burnout:** Clients voiced that internal professionals faced burnout when tasked with DEI responsibilities on top of their existing roles, leading to ineffective outcomes and the need for external, dedicated leadership.

GELLC Values

Protection from harm

Connection and community

Work-life harmony

A sense of mattering at work

Opportunity for growth



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"How Do I Know If I Need a Fractional CDO?"

RED FLAGS	Sounds like...
	If your organization has pockets of great DEI work that need an overarching strategy.
	If you have little to no emphasis on protocols, policies, and procedures.
	If you have a budget, but not enough to sustain salary, benefits, and professional development for a CDO, long term.
	If you are a small business or organization in transition, or
	If you are a medium-sized business seeking to grow or scale, or
	If you are a large business in need of refreshing your approaches.
	If your organization is challenged with homogeneity, inadvertent inequities, and exclusive practices that can prove costly due to legal fees, dissatisfaction, grievances, conflict, and preventable attrition.

Gold Enterprises, LLC has a roster of Fractional Chief Diversity Officers who have served in a comparable role in the past and have a track record of success. GELLC is happy to pair your needs with the most suited Fractional CDO on our roster.

To get started, email
info@goldenterprisesllc.com or go to
www.goldenterprisesllc.com



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