

Affirmity CAAMS Software

Improve the efficiency and transparency of Affirmative Action and Diversity programs.

Using Affirmity's CAAMS® software, HR and diversity leaders managing enterprise affirmative action (AA) or diversity programs can greatly streamline plan preparation and mitigate risk while engaging managers with consumable, strategic insights needed to optimize their programs. A critical component of Affirmity's Unified SaaS Platform, the CAAMS multidimensional software module includes a multitude of robust features that allow organizations to easily assess, benchmark, report and track their AA and diversity programs.

AA teams will benefit from the efficiencies of creating multiple, technically-compliant AA plans simultaneously. D&I leaders will benefit from the flexibility to tailor workforce metrics and benchmarks to their structure and culture to enforce accountability and affect change. Both teams will benefit from increased visibility in multidimensional views across the organization through actionable, intuitive insights reports and interactive dashboards to easily identify trends, areas for improvement, and check progress against goals.

A highly-secure SaaS-based solution, CAAMS simplifies reliance on your IT department and ensures you have the latest regulatory updates. Depending on your needs, CAAMS can be managed by your internal resources or supplemented with our experts as an add-on managed service.



Interactive AAP dashboards, published through the Complete Resource Center (CRC) module, provide compliance managers and other key stakeholders with critical snapshot and drill-down views into their affirmative action program.

Key Benefits

- **Streamline plan preparation** by creating multiple, 100% technically-compliant location-based plans, functional plans, and management views simultaneously
- **Easy-to-use** interface with guided workflow icons and plan parameters that are simple to configure
- **Increase plan flexibility** by customizing narratives, editing templates, and adjusting plan definitions according to your requirements
- **Raise workforce visibility** across all levels of the organization throughout the talent lifecycle
- **Gain strategic insights** with our graphical reports and "industry-first" interactive dashboards that highlight gaps in representation, potential causes, and progress toward goals
- **Leverage workforce data** across affirmative action and diversity programs

Key CAAMS features easily maintain compliance and establish data-informed goals.

Unified SaaS Platform

The CAAMS software module is a critical component of Affirmity's highly-secure, Unified SaaS Platform that is used to optimize the planning and management of AA, EEO and diversity initiatives. The platform leverages workforce data and shared functions such as security and reporting across all modules.

Automate Affirmative Action and Diversity Plan Development

Auto-generate and calculate location-based, functional, management, or diversity plans concurrently with up to 10 levels of breakouts and roll-ups processed simultaneously.

Data Manipulation and Validation Tools

Our built-in data manipulation and validation tools resolve data errors, auto-generate warnings for incorrect or questionable data, and provide mass edit updates—ensuring reports are developed on a foundation of clean, reconciled, and trusted workforce data.

Online Help Tools and Video Training

CAAMS online help system, with full text search capabilities, helps you find the information you want when you need it. Just-in-time videos are embedded on each page to assist you in navigating the software, best practices, and other important information.

Interactive Dashboards

AAP dashboards greatly simplify complex workforce data providing compliance managers and other key stakeholders with key insights that can be used to monitor plan performance at a glance, as well as provide capabilities to drill down deeper into the data.

Dynamic Insights Reports

In addition to generating dynamic dashboards for better managing affirmative action programs, CAAMS also generates AA and Diversity Insights reports that provide graphical indicators and easy visualization of workforce demographics—identifying significant gaps in representation, insights on potential causes, and progress toward goals.

About Affirmity

Affirmity, a part of **Learning Technologies Group plc (LTG)**, provides a robust portfolio of software, consulting services, and blended learning solutions that help global enterprise and mid-market companies build inclusive workforces so that they can experience long-term business value, while minimizing workforce compliance risk, from their DE&I and affirmative action programs.

Contact Us

To learn more about how Affirmity's CAAMS software can help optimize your affirmative action and diversity plan management, visit our [website](#) or contact one of our experts today at:

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Insights reports provide easy visualization of your workforce demographic gaps and potential sources of issues throughout the talent lifecycle.