Diversity, Equity & Inclusion: A 6-part Series

Culture

- Understand Diversity & Inclusion
- Make 2021 A Year of Change
- Setting the Stage for DE&I
- Engaging Employee Resource Groups
- Practices & Policies Through a DE&I Lens
- Employee Awareness & Change via DE&I Programs

Make 2021 A Year of Change
• Definition of & impetus for an equity lens
• Scope of an equity review
• Guidance for evaluating practices
• Common biases & barriers in policies
• Setting a framework for continual analysis
To often, leaders focus diversity and inclusion efforts disproportionately on the employee pipeline. To retain and nurture top talent, it’s critical to take an honest look at the end-to-end employee experience, with an eye toward creating conditions that promote inclusion on a daily basis…

~ CIO Magazine.
The COVID-19 crisis could set women back half a decade

Source: McKinsey Women in the Workplace 2020
The proportion of employees who do not feel included in their organizations is $10x$ higher than leaders believe.

**Executive:** How would they describe your employees’ sense of inclusion within your organization?

**Employee:** Which of the following statements best describes how you feel in your team/organization?

- **Employees:**
  - Not at all included: 20%
  - Not very included: 36%
  - Somewhat included: 18%
  - Completely included: 26%

- **Executives:**
  - Not at all included: 2%
  - Not very included: 10%
  - Somewhat included: 51%
  - Completely included: 37%

Source: Accenture Inclusion-Diversity Study 2020
Companies that strive for workplace equality (treating everyone the same, without discrimination) may not factor in the need for equity. To have equity in your organization, there needs to be an understanding of what each person needs and wants to be successful in the workplace.

~ HR Technologist

DIVERSITY
Ask: Who is at the table?

EQUITY
Ask: What are the barriers to get to & stay at the table?

INCLUSION
Ask: Do all feel welcome & a sense of belonging at the table?
Equity & Inclusion Lens

✓ What are you already doing to promote inclusion?
✓ What policies or practices contribute to exclusion?
✓ Are the people most impacted and informed meaningfully included in discussions & decisions?
✓ How can we create opportunities for people least likely to be heard, to ensure they can contribute?
✓ What forces are driving this policy?
✓ Are individuals negatively impacted?
✓ Does this policy/practice perpetuate historical or other barriers?
✓ Who is accountable for making changes that ensure inclusion?
✓ How does our organization hold accountability to change practices?
Establish goals & processes for reviewing practices
Ensure diversity amongst review panel

Identify practices with the highest priority and impact

Key areas may include recruitment, employee development, handbook, leave benefits & pay

Become educated about implicit biases in practices & policies

Revise practices, communicate changes & train managers on how to implement
Resources

Please click on the logos to activate links to relevant DE&I articles or tools
Thank You!