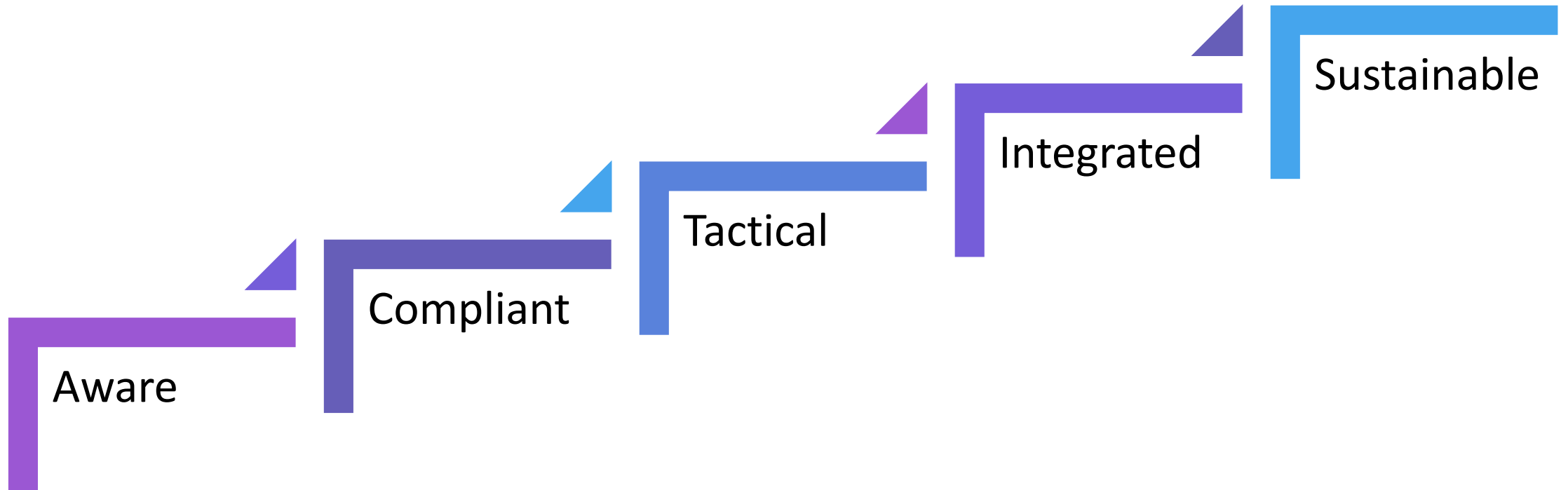# A Roadmap for Building a Sustainable and Measurable DEI Program

Presenter: Jay Graves, MBA, CDP

Connecting Business Strategy to People Strategy

DEIB Maturity Model

Aware

Compliant

Tactical

Integrated

Sustainable

DEI Program Development


```
Governance → Assessment → Strategy
                              ↓
Engage → Learning & Development → Measure
                                    ↓
Evolve
```

HUB

The Diversity Breakthrough
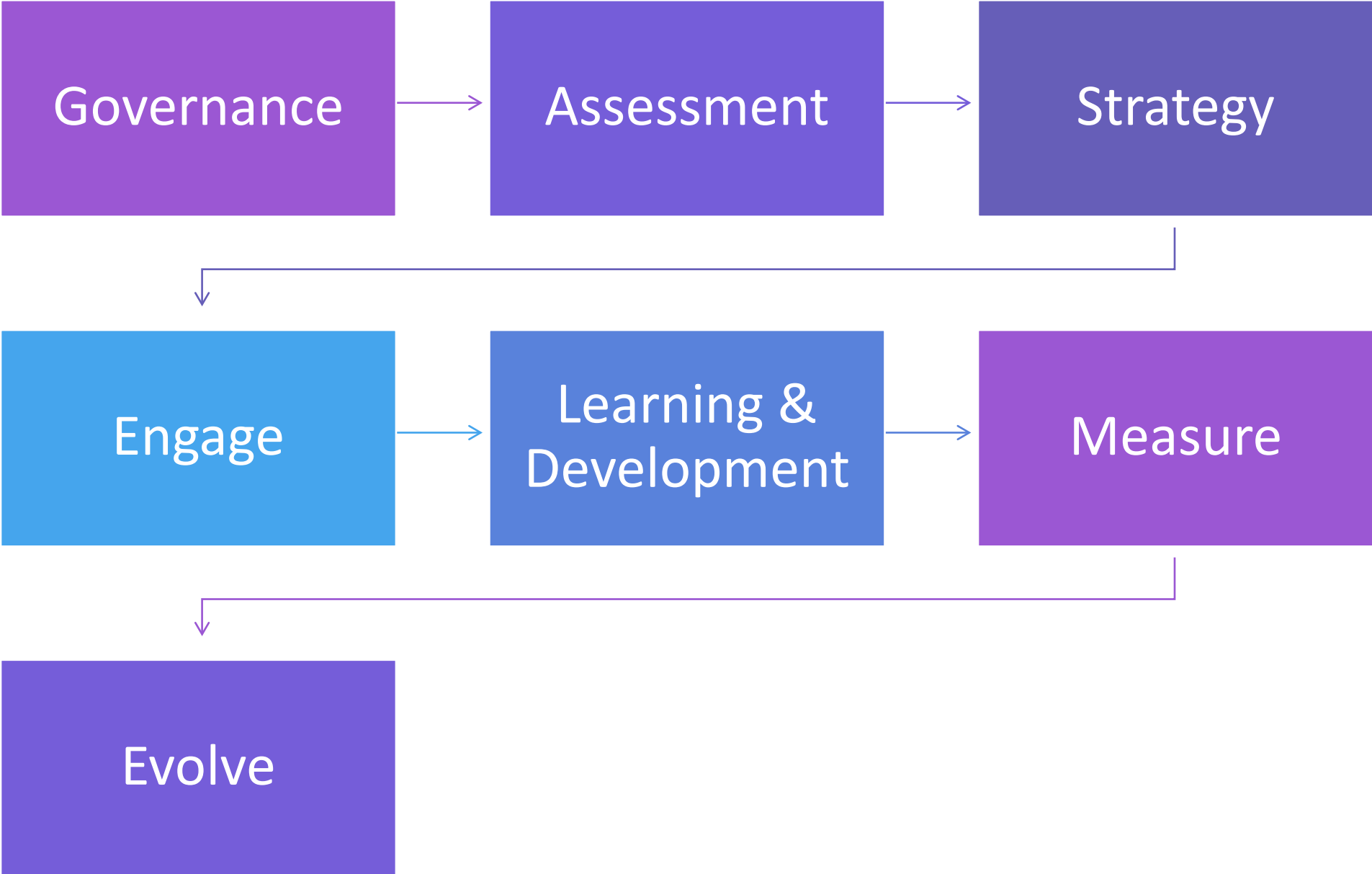
Governance

- Establish DEI Steering Committee
- Charter
- Structure
- Vision/Mission
- Goals
- Proposed metrics

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Governance

DEI Steering Committee Charter

Vision/Purpose
What is the vision and purpose of the DEI program?

[✎ Write something]

Program Goals

[+ Add new item]

Committee Sponsor
Recommended individual at the corporate executive level.

[+ Add new item]

PROGRAM

The Diversity Breakthrough

Video

Events

Course Documents

Forum

FORUM

Home

Program Information

Discussion

MEMBERS

COACHES

Jay Graves

Steering Committee Members

[+ Add new item]

Goals, Deliverables, and Assignment
List of goals and deliverables identified by the DEI Steering Committee.

Goals

[+ Add new item]

Deliverables

[+ Add new item]

Lead

[+ Add new item]

Measures of Success

[+ Add new item]

Risks and Mitigation

Risks

[+ Add new item]

Mitigation

[+ Add new item]

Resources Needed
Tools, resources, and budget estimates

[+ Add new item]

PROGRAM

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Video

Events

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FORUM

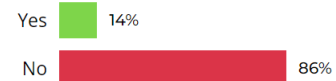Home

Program Information

Discussion

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Assessment

Yes/No + Comment

Have you faced any obstacles in your career progression or ability to participate fully in work processes that are not experienced by all of your colleagues?

Yes — 14%
No — 86%

- Woman face different struggles in the workplace
- Due to the fact that I have a child with multiple disabilities.

Yes/No + Comment

Have you ever felt uncomfortable or out of place at work because of your personal characteristics (e.g. gender, race, ethnicity, age, religion, sexual orientation)?

Yes — 11%
No — 89%

Yes/No + Comment

Do you feel that your unique attributes, traits, characteristics, skills, experience, and background are valued at work?

Yes — 100%
No — 0%

Yes/No + Comment

Do you ever feel like you need to hide or change things about yourself in order to fit in at work?

Yes — 4%
No — 96%
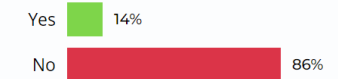
Yes/No + Comment

Do you ever feel left out at work – either when engaging in work activities or socially?

Yes — 11%
No — 89%

Yes/No + Comment

Have you faced any obstacles in your career progression or ability to participate fully in work processes that are not experienced by all of your colleagues?

Yes — 14%
No — 86%

Confidential

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Strategy

- Roadmap session based on goals and survey insights
- Action plan
- Solidify metrics
- Assignments
- Resourcing
- Identify Employee Resource Groups(ERG) as part of strategy
- Organization communication plan

Strategy

| December | | January | February |

```
┌────────────────┐    ┌────────────────┐    ┌────────────────┐    ┌────────────────┐    ┌────────────────┐    ┌────────────────┐
│ Steering       │    │ Establish      │    │ Launch         │    │ DEI leadership │    │ Unconscious    │    │ ERG Launch     │
│ Committee      │ ▶  │ priorities and │ ▶  │ communication  │ ▶  │ kick-off       │ ▶  │ Bias Training  │ ▶  │                │
│ survey key     │    │ roadmap        │    │ plan           │    │ sessions       │    │                │    │                │
│ findings review│    │                │    │                │    │                │    │                │    │                │
└────────────────┘    └────────────────┘    └────────────────┘    └────────────────┘    └────────────────┘    └────────────────┘
```

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Engage

- Communicate purpose, importance, strategy and plan to organization
- Share goals
- Set expectations
- Establish Employee Resource Groups
- Mentorship programs
- Performance management

Engage

Learning & Development

- Launch focused DEI learning and development
- Tailor to survey and org goals
- Unconscious Bias as the foundation
- Segment by group (leadership, hiring managers, recruiting)

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Learning & Development

Safe Space Communication

01
Treat what is shared during this course with confidence.

02
Assume that everyone is coming from a place of positive intent.

03
No guilt zone.

04
Ask questions.... And Share!

DEI & B 101
Racism and Social Justice
Diversity, Equity, Inclusion, and Belonging

Unconscious Bias

Session 2
Allyship

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Measure

- DEI Steering Committee accountability
- Review metrics on appropriate cadence
- Identify gaps
- Make adjustments

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Measure

Goals, Deliverables, and Assignment

List of goals and deliverables identified by the DEI Steering Committee.

Goals	Deliverables	Lead
+ Add new item	+ Add new item	+ Add new item

Measures of Success

+ Add new item

Risks and Mitigation

Risks	Mitigation
+ Add new item	+ Add new item

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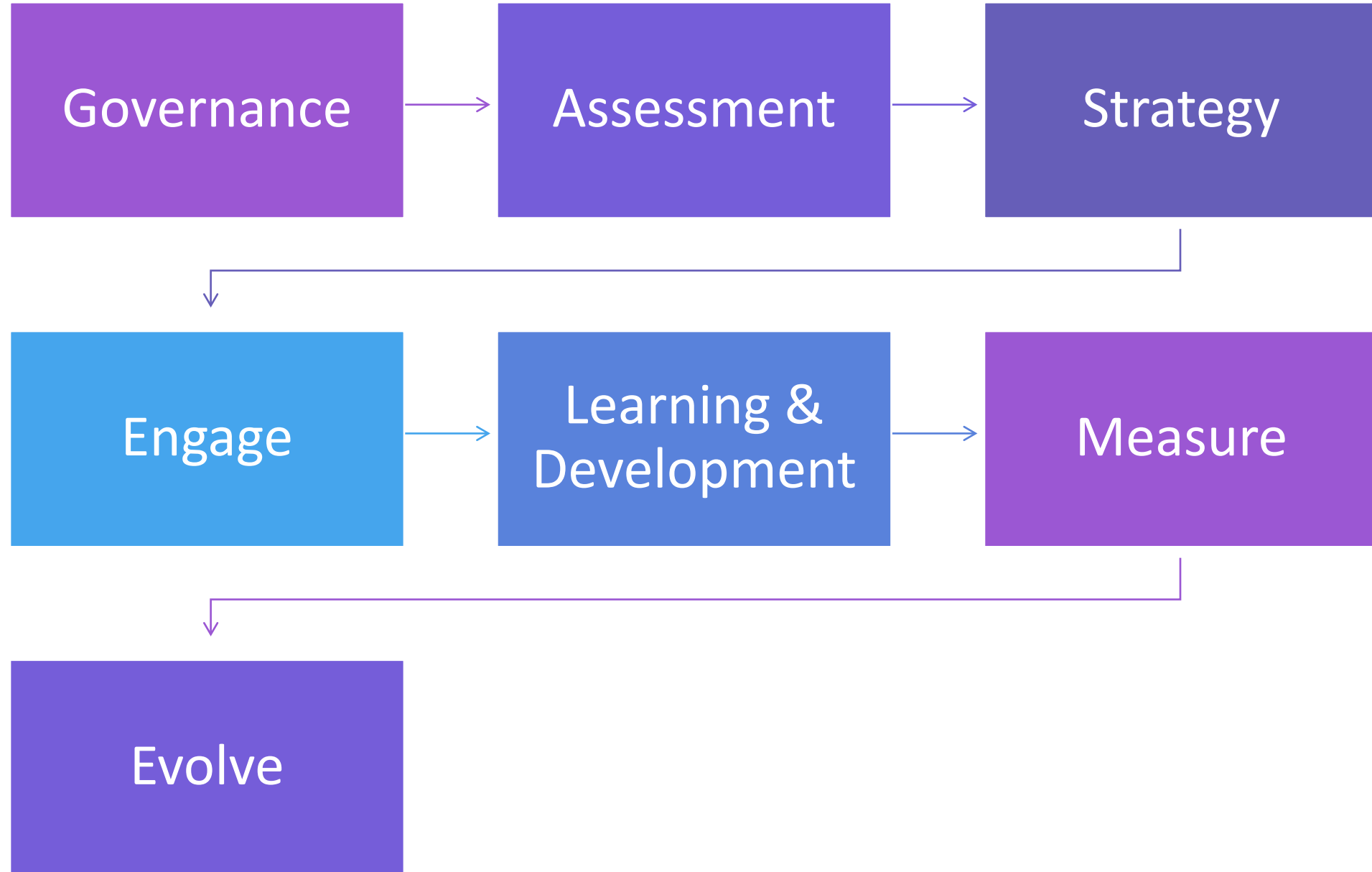
Evolve

- Review progress on initiatives
- Ensure a consistent feedback loop
- Make adjustments
- Assess (survey/listening sessions)
- Update roadmap and strategy based on progress

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DEI Program Development is a JOURNEY

Governance → Assessment → Strategy

Engage → Learning & Development → Measure

Evolve

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Pathfinder
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