A Roadmap for Building a Sustainable and Measurable DEI Program

Presenter: Jay Graves, MBA, CDP
Connecting Business Strategy to People Strategy

- Corporate & Team Culture
- Diversity, Equity & Inclusion
- Leadership Development
- Employee Development

People Strategy

Results
DEIB Maturity Model

- Aware
- Compliant
- Tactical
- Integrated
- Sustainable
DEI Program Development

Governance → Assessment → Strategy

Engage → Learning & Development → Measure

Evolve

Confidential
Governance

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

## DEI Steering Committee Charter

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

Add text here.

**Program Goals**

Add new item

**Committee Sponsor**
An experienced individual at the corporate executive level.

Add new item

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## Program

- The Diversity Breakthrough
- Video
- Events
- Forum

## Forum

- Home
- Program Information
- Discussion

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## Steering Committee Members

+ Add new item

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## Goals, Deliverables, and Assignment

- **Goals**
- **Deliverables**
- **Lead**

Add new item

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## Measures of Success

Add new item

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## Risks and Mitigation

- **Risks**
- **Mitigation**

Add new item

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## Resources Needed

Tools, resources, and budget estimates

Add new item
Assessment
Assessment

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%

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

- Yes: 100%
- No: 0%

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%

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

- Yes: 11%
- No: 89%

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
• 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
Steering Committee survey key findings review → Establish priorities and roadmap → Launch communication plan → DEI leadership kick-off sessions → Unconscious Bias Training → ERG Launch
Communicate purpose, importance, strategy and plan to organization

Share goals

Set expectations

Establish Employee Resource Groups

Mentorship programs

Performance management
# Engage

## More Companies Use DE&I as Executive Compensation Metric

By Alan Smith, J.D.
July 12, 2021

Types of Employee Resources Groups

- Black/African American
- Latinx/Hispanic
- Women
- LGBTQ
- Asian/Pacific Islander
- Native American
- Veterans/Military
- Disabled/Differently Abled
- Multi-Generational
- Multi-Cultural
- Specific-Generational
- New Employee
- Virtual
- Working Parents
- Caregivers
- Interfaith/Spiritual/Religious

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

Confidential
• DEI Steering Committee accountability
• Review metrics on appropriate cadence
• Identify gaps
• Make adjustments
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<td><strong>List of goals and deliverables identified by the DEI Steering Committee.</strong></td>
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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
DEI Program Development is a JOURNEY