



DEIB: Tapping into the Power of Thriving Organizations

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What we believe



Leadership is instrumental

Curiosity and self-reflection are key

Everyone is part of the dialogue

People need to “feel” it

People want practical



What is DEIB?

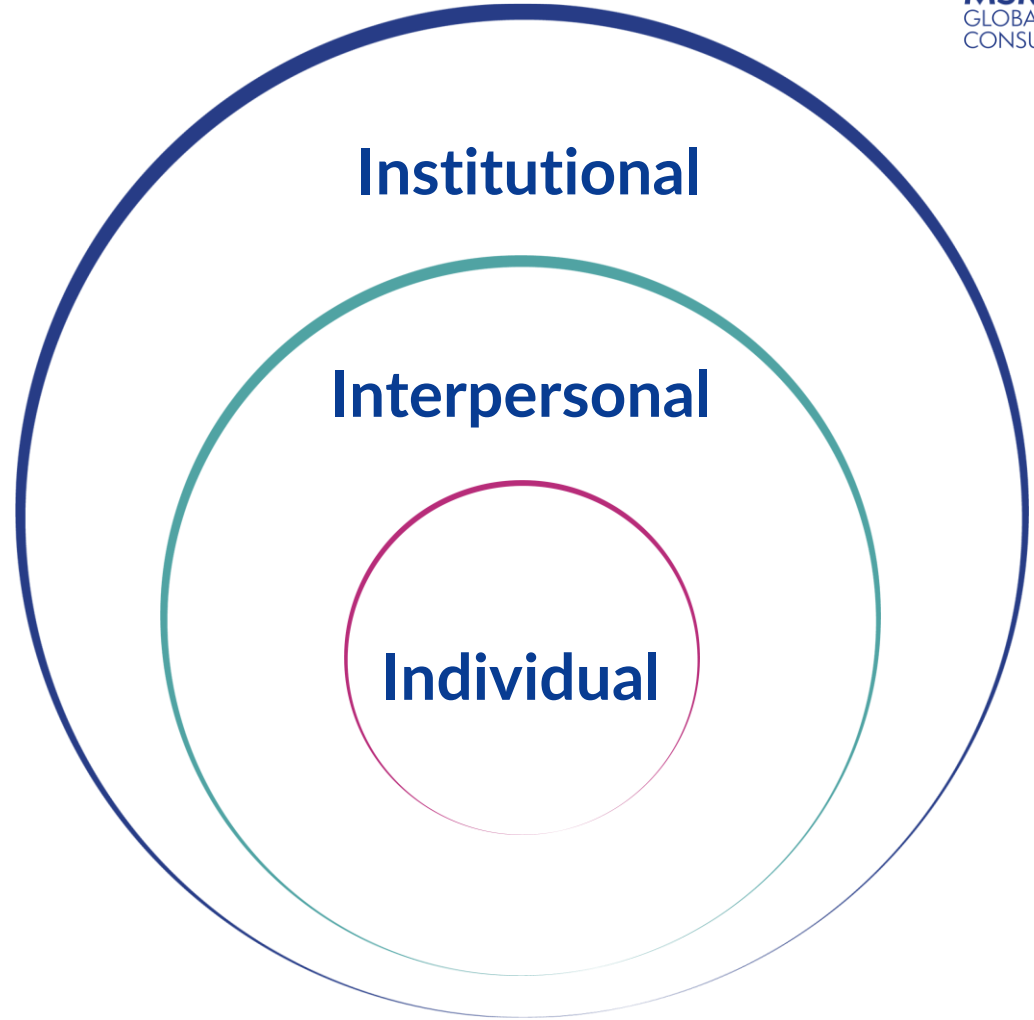
Diversity:
dimensions of identity
that shape our lives

Equity:
practices that ensure
everyone can thrive

Inclusion:
environment where
people can contribute
fully

Belonging:
Feeling safe and
deeply connected


DEIB helps us
thrive at all
levels





Individuals who experience inclusive organizations are more engaged and satisfied.

Employees who feel appreciated are:

- **4 times** more likely to say the organization is inclusive
 - **7 times** more likely to say the organization is equitable.
 - **30%** less likely to experience burnout.
 - **37%** less likely to be looking for another job.
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Source: Gallup/Workhuman, 2023

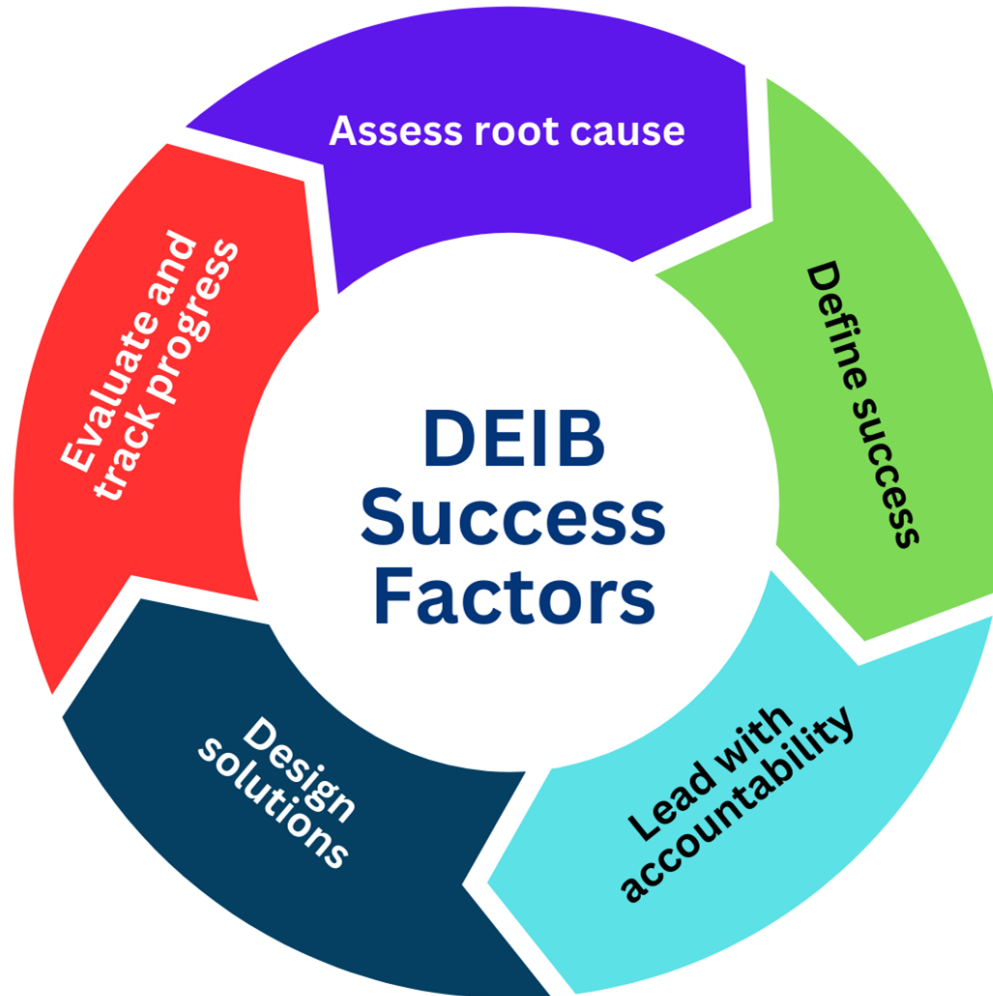
At the interpersonal level, teams with more diversity and inclusion perform better.

- Inclusive teams make better business decisions up to **87% of the time.**
- Teams that follow an inclusive process make decisions **2X faster with 1/2 the meetings.**
- Decisions made and executed by diverse teams delivered **60% better results.**

Source: CloverPop, 2021

Institutions are positively impact by DEIB.

- Companies with more women and ethnic minorities in management positions are **30+% likely to financially outperform** their counterparts.
- Organizations that demonstrate commitment to DEIB initiatives have **80% greater change power**.
- Nations with higher levels of gender equity and female economic participation have higher growth, more favorable development outcomes, and lower income inequality.



Source: World
Economic Forum,
2024

Assess the Root Cause

- Survey diverse constituents to discover needs
- Determine patterns and pain points to prioritize actions
- Identify policy and practice gaps

Define Success

- Develop a clear and compelling vision
- Determine quantifiable outcomes for progress
- Develop a communication strategy to gain broad commitment

Lead with Accountability

- Align DEIB with business strategy and goals
- Hold senior leaders accountable for outcomes
- Model inclusive behaviors from senior execs to middle managers
- Ensure resources for long term progress

Design Solutions

- Create internal functions and structures to drive change
- Provide learning and development to all
- Build sustainable recruitment & retention practices

Evaluate and track progress

- Track progress against key performance indicators (KPIs)
- Conduct benchmarking assessments to gauge progress
- Identify ongoing or new challenges and refine strategies as needed
- Acknowledge and celebrate incremental successes

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**DIVERSITY
EQUITY &
INCLUSION
FOR TRAINERS**

**FOSTERING DEI
IN THE WORKPLACE**

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