

*Diversity, Equity
and Inclusion*
is about building
a common
language,
understanding,
and *positive*
journey for all.

Today's Diversity Landscape

Too often, companies don't take the time to FIRST define and understand the terminology, their meanings, and how they relate to a company's core values and their employee base, before they start their DEI journey.

We help companies benchmark their DEI initiatives and then architect a thoughtful DEI roadmap with a common language and understanding to help accelerate lasting positive change.

DEI is like a party, with *Diversity* where everyone attends the party, *Equity* means that everyone gets to contribute to the food & playlist and *Inclusion* means that everyone is invited to dance.

"Intentionally designing Diversity, Equity, and Inclusion to allow for a diverse mix of voices leads to better discussions, decisions, and positive outcomes for employees, business leaders and community."

- Susie Japs



Working to achieve diverse and inclusive work environments has numerous demonstrated benefits to a business including:

- Quicker problem solving
- Innovative thinking and idea creation
- Enhanced team engagement and creativity
- Better, more effective communications
- Customized programs and services for customers



Our Experience

We have found that DEI programs need to start with a customized approach integrating a company's goals, values and vision. We found that collecting workforce data helps to show that diversity can boost the quality of **decision-making** and that a diverse workplace can encourage people to be **"more creative, more diligent, and harder-working."** And when board members, employees, donors, and others who shape the values come from a wide array of backgrounds, they bring **unique perspectives** that influence how a company approaches its mission in more inclusive and innovative ways.

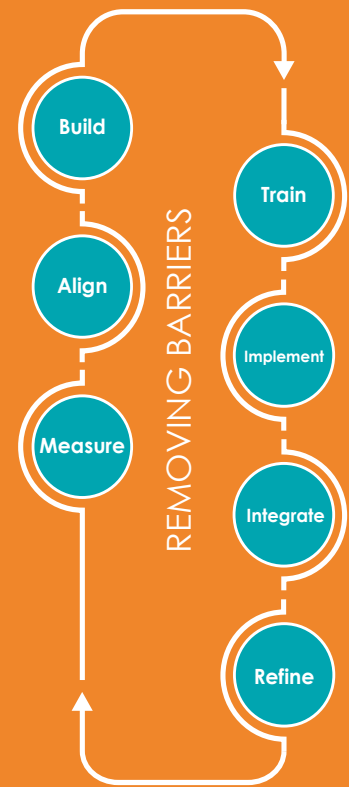
Diversity is not about "everyone is the same," it is instead about celebrating and honoring our differences.

Our DEI Roadmap Framework

- **GOALS:** We help you establish what are your diversity and inclusion goals. What are the reasons for those goals? How will you quantify inclusion? How will inclusion impact your mission, brand and customers?
- **MEASURE:** We measure your climate, engagement, people processes and establish metrics to track success and identify bottlenecks.
- **ALIGN:** Many organizations we work with find that it's helpful to begin with an exploration of terms and definitions. We help align understanding of DEI concepts - building a common language and understanding.
- **BUILD:** There are several key components to the success of any initiative and we help you build the DEI roadmap of actions needed to get you there.
- **TRAINING:** We help companies and teams examine internal biases, adopt practices and share their stories that promote diversity, equity, and inclusion in their work, in their employment practices, team interactions, customer interface and various workplace environments.
- **EARLY IMPLEMENTATION:** We help launch Employee Resource Groups (ERGs) which are employee-led groups that foster a diverse, inclusive workplace aligned with organizational mission, values, goals, business practices, and objectives
- **INTEGRATION:** We help your teams integrate your DEI action roadmap effectively and bring your DEI goals to life as teams and individuals in the daily operations.
- **REFINE:** We facilitate the conversation and refine your DEI plan by asking what other ways can your company ensure that diversity, equity, and inclusion are woven into all strategic decisions and are operational priorities?

DEI Goals

ACTION ROADMAP



PARITY RESULTS

BOTTOM-LINE IMPACT

Our Advice

It cannot be emphasized strongly enough that there is no "end" to a DEI program and process which helps create true diversity and supports inclusion. Our 8 phases will need to be repeated at each new level of organizational growth.

Nonetheless, when an organization arrives at the REFINE stage, it is important to publicly acknowledge that a milestone has been reached. It is vital to celebrate the small and big wins to date and use them to learn, grow and envision the next stage of your organization's development.