Making DE&I Meaningful

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Why DEI?

Why DE&I Matters

- Creates an environment where people can have meaningful careers and thrive

- Can increase financial stability & economic freedom for the historically marginalized

- Provides equal opportunities to everyone

- Allows people to integrate work in their life however they need to

- Creates support for those with responsibilities outside of work (e.g. caregivers, parents)

- Improves employee morale and drives engagement, ultimately driving performance

Tips for Starting Your DE&I Journey

- **Day 0**: Secure budget

- **First 90 Days**: Focus on understanding

- **First 6 Months**: Build a strategy
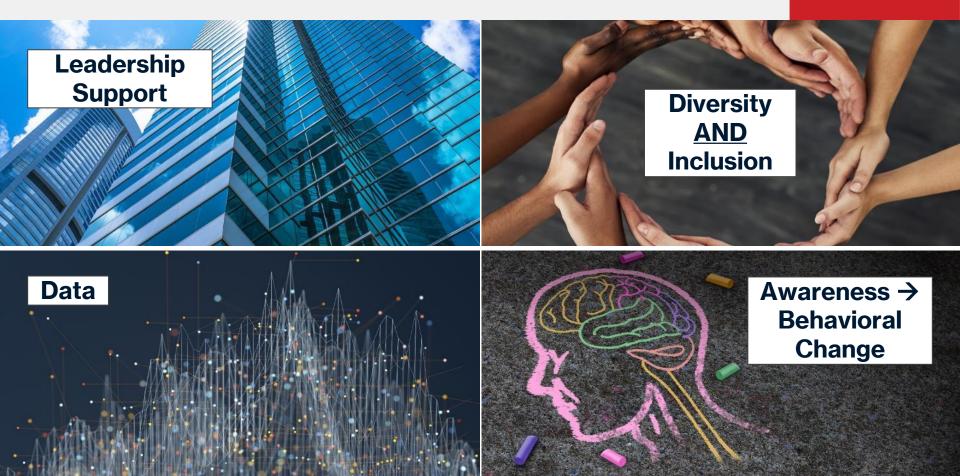
- **First 12 Months**: Build structured foundation

Our First Year – A few of our successes

- Hosted 10 DEI speaker events attended by 2,300+ employees

- Hosted bias workshops

- Grew Mental Health First Aiders sevenfold

- Relaunched "HerStory" series

- Established Female leaders' community

- Established designated "Quiet" rooms

- Started male ally initiative

- Health awareness months for all genders

- Held LGBTQ+ awareness sessions

- Held Veterans speaker panel

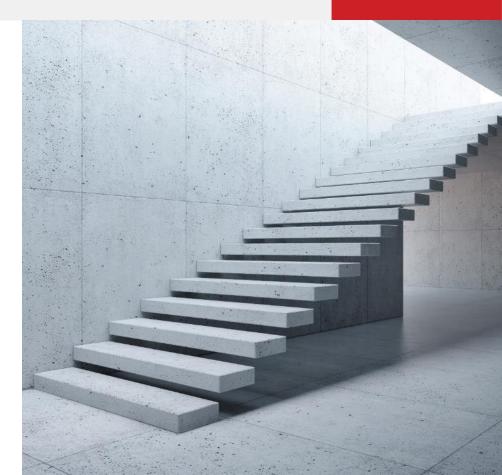- Created DEI hub on company Intranet

Critical Areas of Focus

Leadership Support

Diversity AND Inclusion

Data

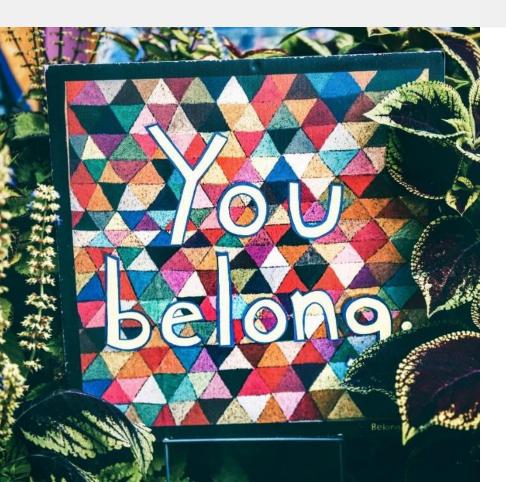**Awareness → Behavioral Change**

Outcomes & Learnings

Results

- DEI index score grew 4% to 85%, from 2021 to 2022

- Gender diversity increased across the entire company

Learnings

- Team size, time and budget will determine areas of focus

- Have tangible actions to show how you are trying to make progress when joining the conversation on diversity

- Performative DEI is easy to spot

- It's hard to measure all the progress – keep a list of achievements

- Embed DEI into HR processes

- Build our DEI brand (internally and externally)

- Enhance ERGs

- Develop BU DEI plans

- Augment manager DEI training

- Recognize DEI champions

- Pilot leadership development program

- Formalize DEI governance model