

# Employee Engagement as a Critical DEIB Lever!

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# Continuously audit your DEIB infrastructure - and check individual headsets!



**Policies**



**Practices**



**Procedures**



**Processes**



**PEOPLE!!**

**Equal Focus:  
Systemic Disparities &  
Opportunities  
AND  
Legacy Behaviors**

## **Shared Responsibility: DEIB icw Partners**

**Does everyone own a slice of the DEIB strategy?**  
***Do they know it?***

- BPs
- Talent/Talent Acquisition
- Total Rewards
- Data Analytics
- OpCo/ExCo/SLT
- People Managers
- Employee Base
- Shared Services (Legal, Comms, Technology, etc)

**Fill your gaping holes  
AND  
your crevices**

## **Don't underestimate the impact/return of subtle yet equitable investments!**

- Generational Diversity/Cognitive Diversity
- Pronouns
- Affinity/Resource Groups (i.e. Aging Parents)
- Cultural Lexicon
  - "Stakeholder"
  - "All-Hands"
  - "You guys . . ."
- Quiet Days
- Holidays/Observances - i.e.
  - January 27 - Holocaust Observance Day
  - June 19 - Juneteenth

# Hearts & Minds . . .



. . . not just hands & feet!

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