Advancing your organization through the DE&I maturity curve

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Agenda
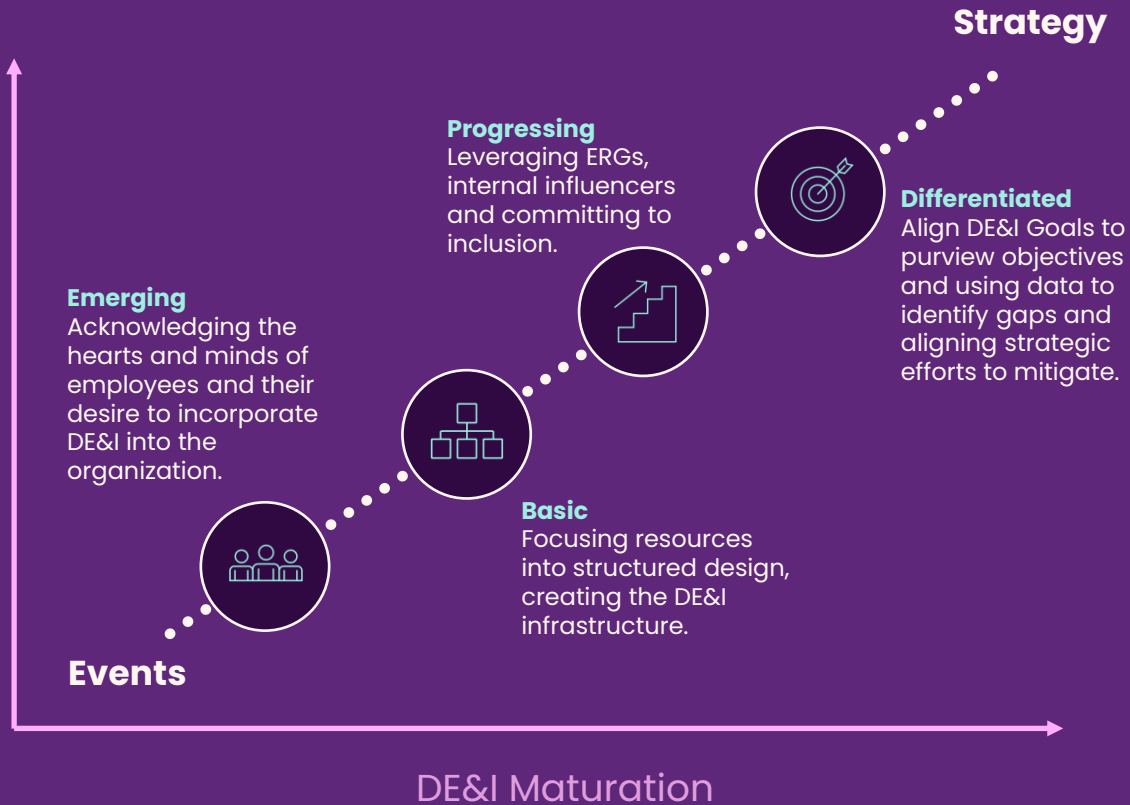
1 Overview of the DE&I Maturity Curve

2 Going deeper into the stages: Emerging, Basic, Progressing, Differentiated

3 Generating buy-in and consensus with leadership

4 Making your business case

5 Navigating the social and political environment while doing DE&I work

DEI
Diversity, Equity, & Inclusion

Overview of the DE&I maturity curve

Business Integration & Impact

Strategy

Progressing
Leveraging ERGs, internal influencers and committing to inclusion.

Differentiated
Align DE&I Goals to purview objectives and using data to identify gaps and aligning strategic efforts to mitigate.

Emerging
Acknowledging the hearts and minds of employees and their desire to incorporate DE&I into the organization.

Basic
Focusing resources into structured design, creating the DE&I infrastructure.
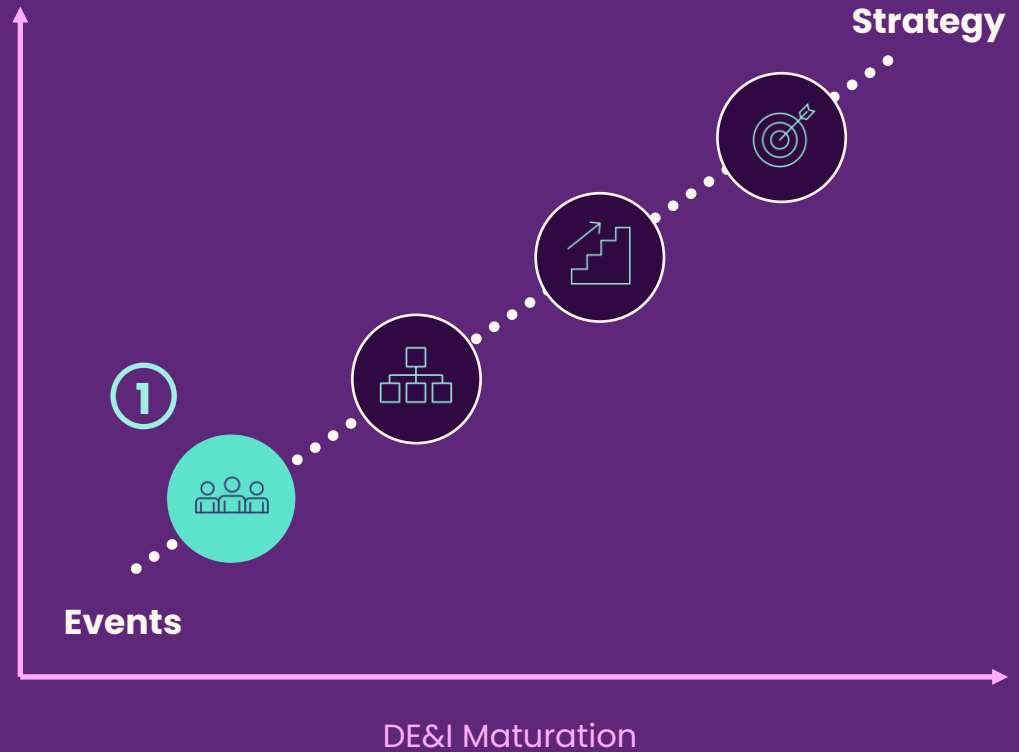
Events

DE&I Maturation

Deeper into the stages

8 – 10 year journey

Emerging

- Look at the data, do the research

- Representation, employee engagement
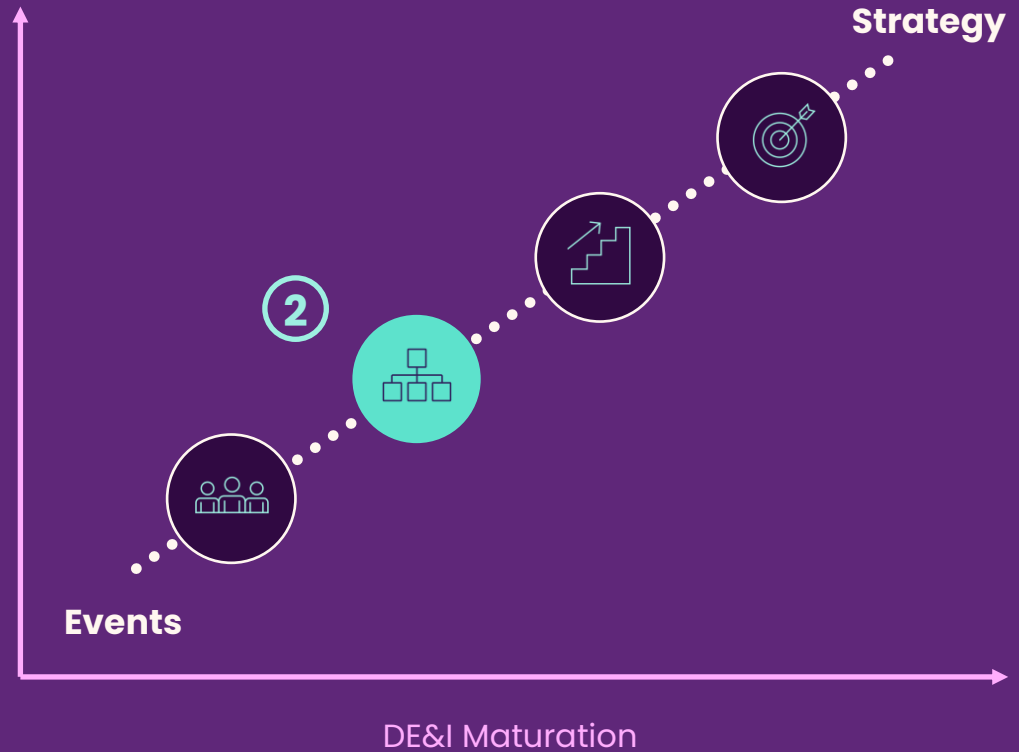
- Competitive and market insights

Strategy

Business Integration & Impact

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Events

DE&I Maturation
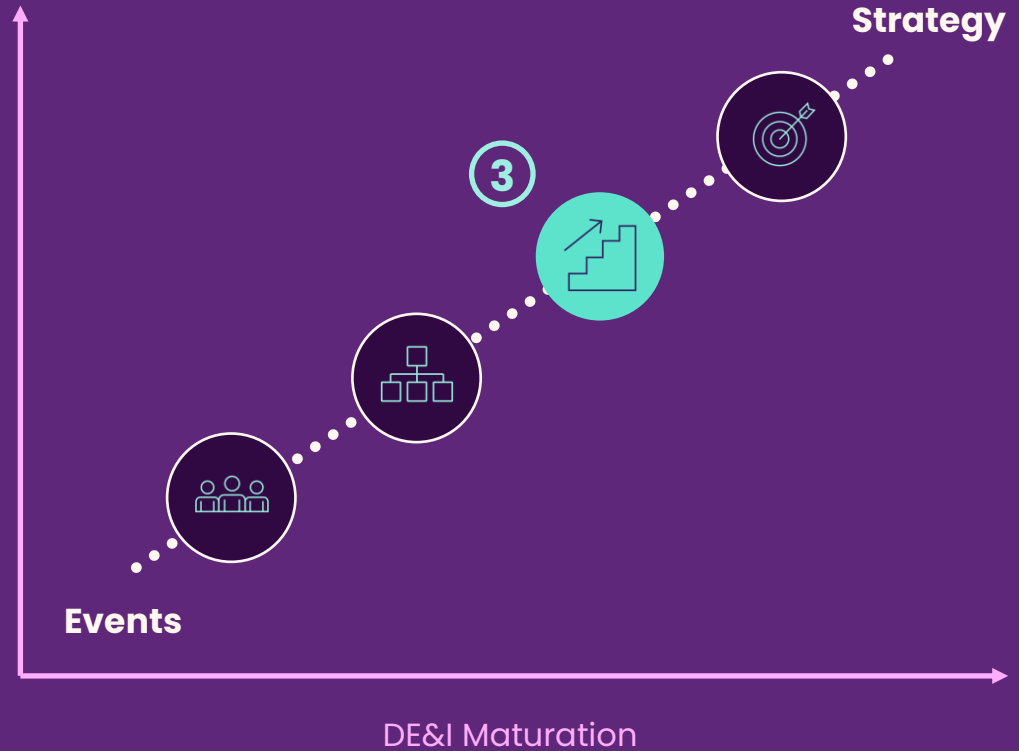
Progressing

- Continuous commitment and accountability
  Occurs in year 5 of the journey

- Always on; building a devoted team

- Connecting your internal DE&I with an external or community platform
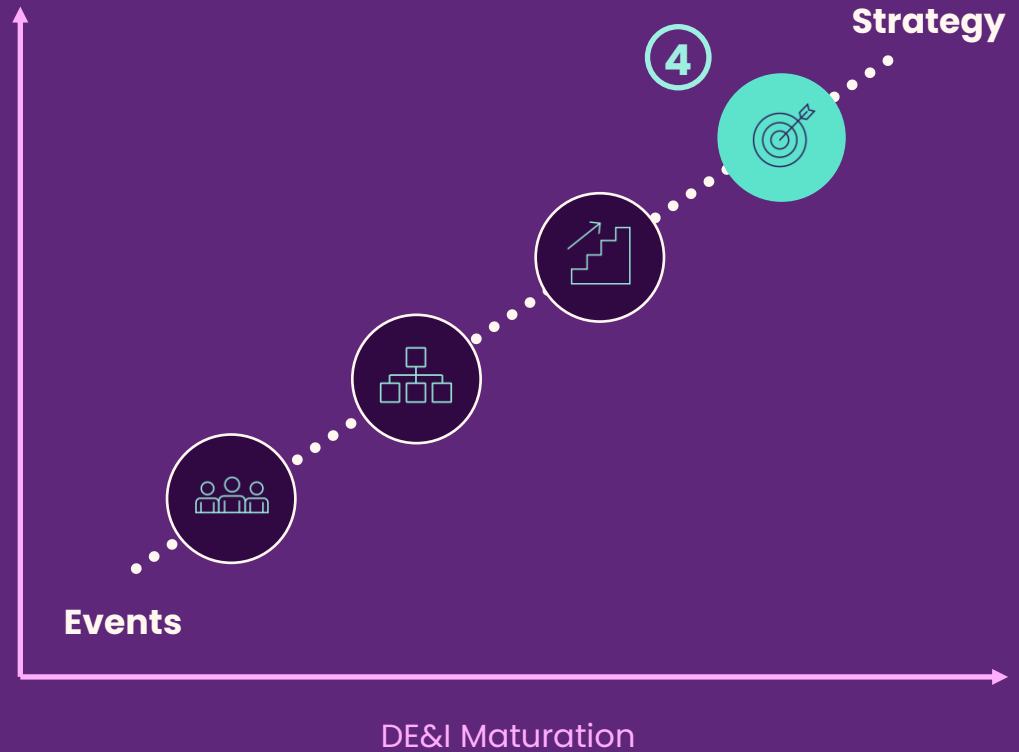 **No longer programmatic**

Business Integration & Impact

Strategy

Events

DE&I Maturation

Differentiated

- Establishing business goals for DE&I

- Leadership has DE&I objectives

- Transparency in your data

  | Now in practice

Strategy

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Business Integration & Impact

Events

DE&I Maturation

Building consensus and making a business case

- Not everyone has the same background
- Meet them where they are
- A personal evolution; some pushback
- Persuade with data and narrative together – tell them why this matters
- Take feedback

Navigating the social, political environment

- Do not underestimate this as a factor
- Increasingly polarized views
- Work may be most diverse place a person regularly goes
- Inclusivity and belonging → trust and understanding
- Compartmentalizing your emotions and views
- Take the opportunity for more perspective

"The formula is simple really … if we take care of our employees, they will take care of our customers and communities – and the results will follow."

–Jeff Brown (JB), Ally CEO

Thank you

ally *do it right.*