



SUPERSTICKY EASELPAD
 TABLEAU A FEUILLES MOBILES SUPERCOLLANTES
 SUPERADHESIVAS BLOC DE HOJAS REPOSICIONABLES



30

25 IN/PO x 30 IN/PO
 63,5 cm x 76,2 cm
 5.2 SQ FT/PIE (0,48 m²)



HOW MIGHT WE CHANGE THE CULTURES OF OUR ORGANIZATIONS?

I&D workshops w/ c-suite

STARTS AT THE TOP!
(EXEC. BUY-IN)

LEAD FROM THE FRONT

DEI TRANSFORMING REPORT

CNO reports to CEO company to make changes + impact

ASK QUESTIONS CHALLENGE THE NORMS!

state of candidates include diverse background candidate

HOW MIGHT WE USE RELATIONSHIPS TO FURTHER THE INTERESTS OF DIVERSE GROUPS?

Exec Mentors for diverse people

BRING IN ALLIES/ OTHER POCS
Allies to share perspectives

Formal EOs with a voice + leadership report

HOW MIGHT WE CHANGE OR SET NEW RULES TO BE MORE EQUITABLE?

TAKE OUT ANY POTENTIAL Bias in Performance EVMS

DIFFERENT CRITERIA FOR PROMOTIONS

Panel hiring w/ defined metrics

No ranking or rating in performance evaluation

Structural Advancement Planning

Cultural change starting at grassroots w/ leadership support

Panel promotion w/ defined metrics

Training + Cultural development to be rewarded

Data Driven promotion readiness

HOW MIGHT WE CHANGE THE CULTURES OF OUR ORGANIZATIONS?

Remove things to leaders

Remove cultural fit mindset with cultural add to mindset

Be Agent of Change

Understanding Rethink Value

stop looking for US-Euro conformity

Hire more diversity

Open line of communication with leaders of the organization

HOW MIGHT WE USE RELATIONSHIPS TO FURTHER THE INTERESTS OF DIVERSE GROUPS?

Define leadership and make it transparent

UNCONSCIOUS BIAS TRAINING

Create diverse networking groups

BRING ALL UNDER REPRESENTED GROUPS TO ALLIANCE of diverse group & Advocate

Networking between different diverse

Be the voice for other diverse group

Discuss implicit bias

HOW MIGHT WE CHANGE OR SET NEW RULES TO BE MORE EQUITABLE?

Create a DEI Committee

SHOW EXAMPLES OF EQUITY

DEFINE EQUITY VS EQUALITY

Look for both individual success & helping the team, org & company to succeed now & future

TALK ABOUT DISPARITY IN INCOME & LEVELS

Forget leadership level Accountability

Change performance assessment measures to include non-work assessment factors for diverse groups

HOW MIGHT WE CHANGE THE CULTURES OF OUR ORGANIZATIONS?

Representation

Programs to promote BIPOC to leadership positions

do p. decision & voice risks leadership

Promote diverse perspectives or standards culture

Bias Training

Check in on approval of Asian norms

Coaching

Coaching training learn to be a better coach

Focus key leadership of all perspectives

LOOK AT SUCCESSFUL DIVERSE COMPANIES + THEIR TEAM POSITIONS + FEEDBACK + APPLIC

LISTENING SESSIONS w/ EXEC LEADERS

Informed leadership or decision making to informed group

Annual baseline - setting for DEI approach

HOW MIGHT WE USE RELATIONSHIPS TO FURTHER THE INTERESTS OF DIVERSE GROUPS?

Make allyship for support

Make them do the conversation in roles to do so

Diversity Studies need experiences

Internal or external partnerships for awareness and accountability

Creating safe spaces

Internal allyship or external partnerships for awareness and accountability

Commitment

Voice

Education

Mentorship

Cross collab events/pods

Intersectional events/initiative/discussions

Generate an enviro. to try new things & make mistakes

Pay BRGS/ERG volunteers

Assessment

HOW MIGHT WE CHANGE OR SET NEW RULES TO BE MORE EQUITABLE?

External audit of DEI

Unintentional or intentional cultural attributes?

Understand individuals & build strong coalitions based on them

Proxially using data from Employee Experience Surveys

Hybrid Flex work

Incentives

Offer accountability to appeal to their growth journey

Pre-interview bias

Excess communication styles

Change in communication styles

Change in communication styles

HOW MIGHT WE CHANGE THE CULTURES OF OUR ORGANIZATIONS?

Create Spaces in discussions to offer diverse views.

Broaden Learning Pools at all levels.

Increase awareness of different cultural backgrounds

Talk about the problem + increase awareness

Education Communities

Build awareness through dialogue forums

Break offer new rule but be kind

Have brown bags to discuss difference

Host events to open discussions

Open Oppanidic Indrus to Help Diverse People meet today's leaders.

Connectivity by finding common group

Be involved Help each other

Argue for more representation of diverse leaders

Coaching/Mentoring Deliberately Diverse Groups

Have advisors who are a part of the way making things

Culture Transformation

Work with mentees to grow ideas

Shape criteria used in identifying/ hiring talent.

DEI goals as part of performance

HOW MIGHT WE USE RELATIONSHIPS TO FURTHER THE INTERESTS OF DIVERSE GROUPS?

Be the leader

Have diverse leaders create the rules

Look for differentiators during performance

Change the KPIs/ metrics

UPWARD FEEDBACK

or org. experiments to change things up

HOW MIGHT WE CHANGE OR SET NEW RULES TO BE MORE EQUITABLE?

HOW MIGHT WE CHANGE THE CULTURES OF OUR ORGANIZATIONS?

A

Catch it when it falls
Call out/in people that model good behaviors
Focus on M/V/N (Model) behaviors that are valued
Talk less about "more"
Create cross org + rel + to drive across interests
Reframing how business value is measured
Use data to support areas of concern
Play definition of Performance Norms

HOW MIGHT WE USE RELATIONSHIPS TO FURTHER THE INTERESTS OF DIVERSE GROUPS?

B

Be the bridge/connector
Be you
DEIA specific mentors + mentorships
Be working
Identify key influencers + Dec. Makers to share their experiences
"Invisible" + "social" networks of mixed cultures (aka networks or other community events)
Actively support more the invisible network
Different backgrounds
Combat zombie to open up

HOW MIGHT WE CHANGE OR SET NEW RULES TO BE MORE EQUITABLE?

C

-Feedback on experience
-JDs which not working
OUTSIDE JOB PARITY to Review Current Rules
Be creative
Be + think futuristic
Innovation
Diverse Stake
Job opportunity Succession Planning
equity in opportunities
Drive more inclusive definition of diversity what does under represent
Be a part A
Management pro scales / w/ visualization
Highlight/celebrate
Compare Happy Telephone

What is your concept called?

Performance assessment factors for diverse groups

Who are the stakeholders?

- Everyone: entry level to C suite

What are the key features + benefits?

- Diverse leadership group
- Diverse promotion
- Representation of all groups within leadership
- Increased productivity

Describe your idea

- Contribution during idea creation stage
- Changing mindset on what is important/valuable (individualism + teamwork)
- Recommendation program to identify talent
- Including both EQ + IQ factors in assessment
- Advocacy/mentorship groups to include numbers of different backgrounds

How much time, cost, or effort would be involved to develop your idea?

- Buy-in of existing leadership
- Medium level effort
- Leverage off existing studies and metrics in different cultures
- 6-12 month time frame to implement

What is your concept called?

Tailored recruiting/retention strategy

Who are the stakeholders?

- leadership
- talent acquisition
- business union leaders
- BRGs
- Supervisors
- current employees
- future employees

What are the key features & benefits?

- retention ↑
- representation ↑
- advancement ↑
- improved culture
- belonging + inclusion

Describe your idea.

- Develop goals for specific demographics
 - research to understand needs of specific groups
- Expand recruiting sources
- Leadership buy-in and commitment
- quantify business need + opportunity
- Mobilize change agents
- Engage marketing + branding
- Measure goals + assess impact
- Bias training

How much time, cost, or effect would be involved to develop your idea?

- Initial start up cost + time will be ~20% increase
- Long-term effects will be increased hiring + retention
- More time/\$ involved for stakeholders not typically involved in hiring/retention
- Training for stakeholders

WHAT IS YOUR CONCEPT CALLED?

Have diverse leaders shape criteria in identifying/rating talent.

WHO ARE THE STAKEHOLDERS?

Everyone

DESCRIBE YOUR IDEA

Identify diverse leaders

Understand different pathways to success

Pilot.

Evolve

} Empowering people to take risks. (eg. plan ideas and execute)
} Creating an environment to plan & execute ~~to~~ our differentiators

WHAT ARE THE KEY FEATURES & BENEFITS?

Identifying & celebrating differentiators to achieve outcomes.

Different new parts provide different pathways

Increased workforce engagement

HOW MUCH TIME, COST, OR EFFECT WOULD BE INVOLVED TO DEVELOP YOUR IDEA?

Time - 6 months - 1 year

Cost - Minimal

Effect - Increased engagement, belonging, inclusiveness. Allowing people to be their authentic selves.

What is concept called?

Diverse state + opportunity succession.

Planning.

Who are the stakeholders?

- Middle to senior managers

Describe your idea

What are the key feature & benefits

- Stronger organization based on...
- Strong Ideas.
- More talented workforce
- Reduced loss of talents

How much time, cost, or effort would be involved to develop your idea?

- Support what that next level looks like.
- Ongoing Effort.

What is your concept called?

"INCENTIVIZE CULTURAL CHANGES"

Who are the stakeholders?

Everyone !!

Especially
Execs

What are the key features & benefits?

Promotions, Bonuses,
Awards & Recognitions
= Performance & \$\$\$

Describe your idea.

1) Eval Criteria in
Performance Review

↳ compared to
peers

↳ Impact - based

2) Award → DEI Champion
of the year

How much time, cost, or effect would be involved to develop your idea?

Cost = Size of Org.
Time = Journey