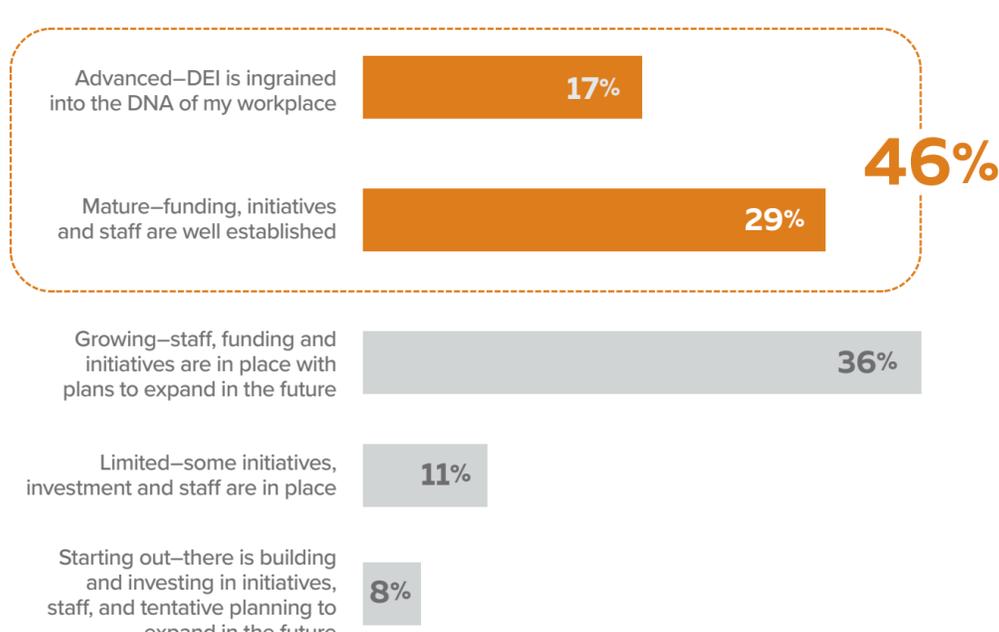# Diversity, Equity and Inclusion in IT:
BREAKTHROUGHS AND BARRIERS

4 TIPS FOR EVALUATING
Your Diversity, Equity and Inclusion (DEI) Strategy

Walking the walk when it comes to DEI programming.

While 96% of leaders say they are committed to DEI programs, **less than half** of organizations have a mature DEI strategy in place. It's one thing to say diversity, equity and inclusion is important, but true commitment comes from activating a strategy, implementing change and assessing your progress.

Advanced—DEI is ingrained into the DNA of my workplace	17%
Mature—funding, initiatives and staff are well established	29%

46%

Growing—staff, funding and initiatives are in place with plans to expand in the future	36%
Limited—some initiatives, investment and staff are in place	11%
Starting out—there is building and investing in initiatives, staff, and tentative planning to expand in the future	8%

76%
of IT leaders report that DEI programs have positively impacted business results.

73%
say that DEI programs have increased productivity.

4 Steps for Evaluating Your DEI Strategy

1 **Where are you now? Evaluate your current strategy.** No matter where you are in your DEI journey, forming and strengthening DEI plans can feel overwhelming. **Where do you begin?** Work from where you are. Team up with HR to see what your company demographics look like. **What do the numbers say?** Evaluate your recruiting, onboarding and retention practices. Where are you underperforming? What challenges could your organization overcome?

2 **What are your challenges? Break down processes.** What is hindering equity within your organization? Do your job descriptions focus more on education than experience? Are your interview panels diverse? For tips on equitable recruiting, check out this article.

3 **Evaluate your culture.** Have you surveyed your employees to see if they have a sense of belonging within the organization? Are they confident that they can advance regardless of their background? Have you noticed any diversity gaps? Do you have employee networks that people can join to feel supported? These are all aspects to consider when looking at your DEI challenges.

4 **Where do you want to be? Secure senior leader support.** Diversity, equity and inclusion practices must be a priority for leaders because, well, nothing is sustainable without leadership commitment. If you want to move the needle in creating a diverse and inclusive organization, **it must stay a top priority with progressive action**. Otherwise, good intentions will fall by the wayside without consistent reinforcement of improved programs. With leadership support, you will be able to create, implement and refine a sustainable DEI strategy.

> I've met with leaders looking for different ways to drive revenue and underscored that DEI can't be a quick initiative or a scattershot effort, but instead, a thoughtful strategy embedded into the DNA of your company, with business metrics and resources to support sustainable success. In my experience, I have seen that organizations that have an actionable DEI strategy in place drive diversity, productivity, business growth, revenue and results.

DAMIEN HOWARD
Chief Enterprise Solutions Officer, Per Scholas

You may have DEI strategies in place, but it is beneficial to consider the health of the diversity, equity and inclusion in your organization to ensure you are taking necessary steps to diversify your workplace. If you and your leadership team create a DEI strategy with a sustainable, diverse talent pipeline and checkpoints, your organization will see increased productivity and growing business results.

EDITOR'S NOTE:
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