Diversity, Equity and Inclusion (DEI) Strategy

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 are important, but true commitment comes from activating a strategy, implementing change and assessing your progress.

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? For your job descriptions, focus more on education than experience. Are your interview panels diverse? For tips on equitable recruiting, check this article.

3. 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.

4. 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 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.

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

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46%

off leaders report that DEI programs have positively impacted business results.

73%

say that DEI programs have increased productivity.

76%

of leaders report that DEI programs have positively impacted treatment results.

[EDITOR'S NOTE: Content curated from feature publication, Diversity, Equity and Inclusion in IT: Breakthroughs and Barriers.]

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DAMIEN HOWARD
Chief Enterprise Solutions Officer, Per Scholas

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