

The Power of Us: Promoting Diversity, Equity and Inclusion at Work

Key Takeaways

1

What is Diversity, Equity and Inclusion?



Diversity

Who is represented in the workplace: people with unique differences, characteristics & perspectives



Equity

Fair treatment for all people in the workplace

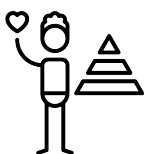


Inclusion

Embracing & celebrating difference + creating a sense of belonging

2

Understanding Company's DEI Efforts



Evaluate company's core values



Reflect on own experiences and observations within your workplace



Engage in conversations with colleagues about their perspectives on DEI



Observe how your company communicates and address DEI related issues



Pay attention to recruitment and promotion practices



Conduct DEI related employee surveys & assessments

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What Aspects To Pay Attention To When We Evaluate Dei Efforts & Issues



Representation



Feedback



Promotion Statistics



Accommodations Given



Inclusive Language



Pays & Benefits



Employee Engagement

4

Strategies For A Safe & Inclusive Workplace



BUILDING A CULTURE OF INCLUSIVITY

Identifying and overcoming biases



DEVELOPING & ENFORCING ANTI-DISCRIMINATION POLICIES

Setting expectations for behaviors & communicating values



DEVELOPING & SUPPORTING DEI RELATED INITIATIVES

Providing DEI trainings & establishing DEI initiatives



BE AN ALLY TO YOUR COLLEAGUES

Actively supporting your colleagues and fostering a culture of respect



MEASURING THE SUCCESS OF DEI STRATEGY

Tracking & analysing relevant data helps assess the impact of DEI efforts & areas of improvement