

5 WAYS

TO TAKE ACTION ON

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1 Change the conversation.

A BETTER WORKCULTURE BEGINS WITH CONVERSATIONS, INCREASING OPENNESS, RESPECT FOR DIFFERENCES, AND UNDERSTANDING AND FUELING BETTER COLLABORATION AND INNOVATION

2 Map network connections across boundaries.

MAKE SURE YOUR TEAM UNDERSTANDS WHY THEY SHOULD COLLABORATE ACROSS BOUNDARIES AND EXPLORE HOW YOU MIGHT SPAN THEM MORE EFFECTIVELY THROUGH NETWORK ANALYSIS

3 Boost coaching, mentoring, and sponsoring.

DUE TO UNCONSCIOUS BIAS, THOSE WHO AREN'T "LIKE" THEIR MANAGERS DON'T ALWAYS GET EQUITABLE ACCESS TO THOSE THAT CAN PROVIDE VALUABLE EXPERIENCES AND SUPPORT THEM

4 Analyze talent practices.

TALENT PROCESSES REFLECT AND CREATE NORMS, ACTING AS LEVERS FOR SYSTEMIC CHANGE. REVIEW RECRUITING, HIRING, AND PROMOTING TALENT PRACTICES AND AUDIT COMPENSATION DATA.

5 Go deeper on identity.

SOCIAL IDENTITY COMPRISES THE PARTS OF A PERSON THAT COME FROM BELONGING TO SOCIAL GROUPS. UNDERSTANDING THIS CAN CHANGE THE WAY THE SYSTEM AFFECTS CERTAIN SOCIAL IDENTITIES.