



International Women's Day

Diversity, Equity, Inclusion, and Belonging
(DEIB) Success at the Organizational Level

Presented by
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Diversity is a Fact

We focus on attracting and retaining a diverse workforce that is representative of the markets we serve.

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Equity is a Choice

We design to meet individualistic needs, experiences, and opportunities for everyone to achieve the intended desired outcome.

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Inclusion is an Action

We work to ensure all employees are valued and respected as a result of inclusive behavior and actions.

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Belonging is an Outcome

We work to ensure all employees feel safe, supported, and fully accepted to be themselves at work.

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DEIB Focused Workplaces Drive Business Results

- Thriving cultures and greater sense of belonging
- Enhanced organizational reputation
- Attract and retain top talent and increased engagement
- Produce more innovative products and increased productivity
- Higher customer retention rates and financial health
- Develop leadership and organizational success
- Stronger problem-solving and increased creativity

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8 DEIB Best Practices for Organizational Success

1. Embed DEIB in organizational culture and the overall business strategy – make it a core value and ensure it is viewed as imperative to the company's long-term success



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2. Hold board members and leaders accountable for achieving DEIB objectives – for example, management performance, promotion, and compensation can be tied to DEI results like bringing diversity into the succession planning process



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8 DEIB Best Practices for Organizational Success

3. Audit all people systems continuously for being equitable and accessible to all employees – people systems include: talent acquisition, benefits and workplace environment, performance and promotion, learning and development



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8 DEIB Best Practices for Organizational Success

4. Provide a comprehensive range of inclusive benefits and services and support a healthy work-life integration – i.e. mental health services, paid mental health recovery days, paid parental leave for both birth and adoption, flexible fertility benefits to all employees



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5. Pay gap analysis across all levels and roles in the organization by gender, race and ethnicity, occupation, education; address inequitable compensation systems and close all gaps

Primary reasons to conduct a pay gap analysis: talent acquisition and retention, legal compliance, fairness, employee morale, values



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6. Embed DEIB in learning and development across all levels in the organization, examples include:

- Inclusive Leadership and behaviours for all employees – this is the latest power skill that we all can collectively build together
- Equitable decision making for all employees no matter your role – all business decisions can and should be equitable



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7. Invest and leverage Employee Resource Groups – they are critical in many ways – they advise the Executive Leadership Team, facilitate mentorship & sponsorship programs, provide positive business impact through their insights and input in areas like product innovation, marketing, recruitment and retention

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8. Close Equity Gaps – continuously measure inclusion & belonging throughout the employee journey from onboarding to exit. Look at the data from an intersectional lens – look at the different intersects of identity like Black Women or Women Caregivers to understand how different employee groups are experiencing the culture

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Tips for Building Your DEI Business Case

1. Link DEIB to your organization's mission, goals and strategy
2. Collect relevant facts that align to your organization's unique needs
3. Identify success metrics – i.e. hiring, attrition, promotions, correlate increased revenue with team diversity
4. Focus on lasting culture change & tie it to stronger business results

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*Building healthy equitable cultures
of tomorrow where people thrive
at work & in life*

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Proudly woman-owned and led