

DIVERSITY, EQUITY, INCLUSION, & BELONGING [DEIB]

Diversity, Equity, Inclusion, and Belonging is most effective when it is cascaded down the organization and is integrated, measured, and supported by company leadership.

What is D.E.I.B.?

Diversity is a fact, inclusion is a choice, and belonging is the way we feel about our organization.

- **Diversity:** the practice or quality of including or involving people from a range of different dimensions of our diversity
- **Equity:** the quality of being fair and objective
- **Inclusion:** the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized
- **Belonging:** the opportunity to feel comfortable expressing ideas, sharing experiences, and contributing, knowing your input is valued.

Why D.E.I.B.?

Organizations cannot continue to look and sound the same, any longer.

They must create environments that allow people to bring their full authentic selves to work and feel like they belong, by creating environments where people of all races, genders, sexuality, religions, socio-economic backgrounds (and everything in between) can thrive and realistically see themselves as leaders within the industry. To foster this culture, companies need to have values and exhibit behaviors that support diversity, equity, inclusion, and belonging throughout the organization.

**Ethnically diverse
leadership teams are
36% to be profitable.
(McKinsey)**



2x
as likely to meet or
exceed financial targets



3x
as likely to be
high-performing



6x
more likely to be
innovative and agile

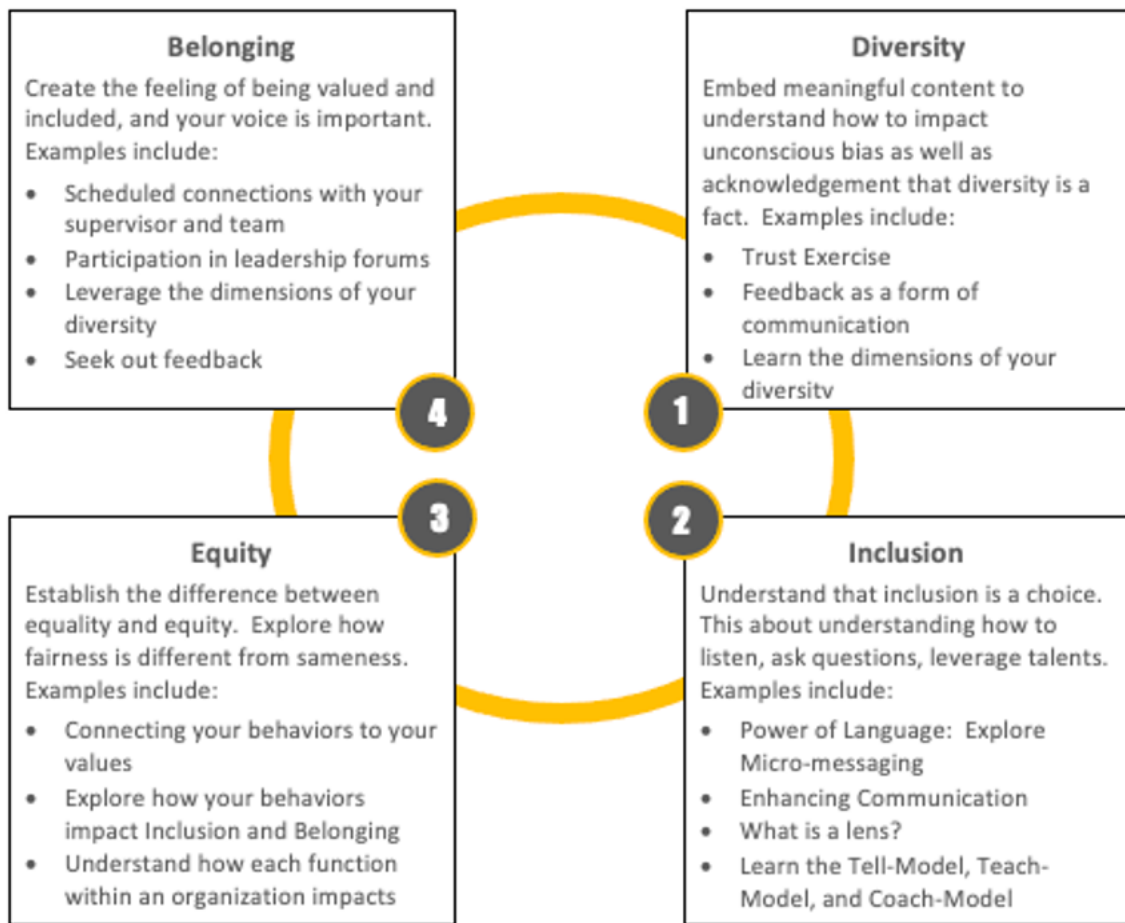


8x
more likely to achieve
better business outcomes

Source: Juliet Bourke, *Which Two Heads Are Better Than One? How Diverse Teams Create Breakthrough Ideas and Make Smarter Decisions* (Australian Institute of Company Directors, 2016).

Deloitte Insights | deloitte.com/insights

DEIB JOURNEY



Did You Know? Important Facts about DEIB

- 1.** The millennial and Gen Z generations are the most diverse in history: only 56% of the 87 million millennials in the country are white, as compared to 72% of the 76 million members of the baby boomer generation. (CNN Money)
- 2.** Beyond changing national demographics, why are workers seeking more diverse and inclusive workplaces? Because 45% of American workers experienced discrimination and/or harassment in the past year. (Gallup)
- 3.** 78% of employees who responded to a Harvard Business Review (HBR) study said they work at organizations that lack diversity in leadership positions. (Harvard Business Review)

Workshop #1

The "Power of Language": Microaggressions, Micro-inequities, Micro-affirmations

Audience: 20-25 participants | Time: 90 minutes

Methodology: Discussion, videos, small group activities, large group discussions

Objectives: As a result of our workshop, participants will be able to:

- Define key diversity terms: Micro-Messaging “What is we say”
- Explore Micro-messaging and its impact on communications
- Expand your tools for creating awareness in your communications
- Discover ways for you to communicate with a deeper understanding of your unconscious bias

Workshop Overview

- Introductions and Icebreaker
- Overview, the dimensions of our diversity:
 - Define dimensions of our diversity
 - Some of these are visible and some of these are invisible
 - Every person has different parts that make up the whole of oneself.
 - Discuss individual dimensions as a way to get to know each other
- D.E.I.B. Terminology
 - Define and discuss: microaggressions, micro-inequities, and micro-affirmations
 - Show video on Micro-Messaging
 - Discuss what each definition means and identify examples
 - Activity, “What’s the Message?”
 - Small Group: Identify the theme and message for each of the group examples.
 - Large Group: discussion and presentations from groups
- Interrupting Microaggressions
 - Watch a video on microaggressions
 - Learn the process to interrupt microaggressions
 - Activity, how to disrupt or intervene when you hear a microaggression.
 - Small Group: Discuss how to interrupt/intervene using group examples
 - Large Group: discussion and presentations from groups
 - Practice with the group
- Questions and conversation about personal experiences
- Key take-aways and Close

Workshop #2

“Unlocking the Dimensions of Our Diversity”

Audience: 100 -150 participants

Time: 90 minutes

Methodology: Lecturette, small group activities, large group discussions, video

Objectives: As a result of our workshop, participants will be able to:

- Identify the dimensions of diversity
- Recognize how the dimensions of diversity make each individual unique
- Discuss the potential of uncovering your ‘superpowers’

Workshop Overview

- Introductions and Icebreaker
- Overview, the dimensions of our diversity:
 - Define dimensions of our diversity
 - Some of these are visible and some of these are invisible
 - Small group introductions based on dimensions of diversity
- How dimensions of diversity make you unique
 - Deep-dive discussion on the four dimensions and associated elements
 - Small group breakout to further identify elements of the dimensions and their impact on the organization, employees, and customers
 - Large group presentations on dimensions of diversity discussed in small groups
 - Debrief exercise
- Uncovering your superpowers
 - Discussion:
 - What are superpowers
 - Why are they important
 - How do they make you unique
 - Small group breakouts to discuss superpowers and their relationship to the dimensions of diversity
 - Large group presentations on dimensions of diversity discussed in small groups
 - Debrief exercise
- Q&A
- Key take-aways and Close

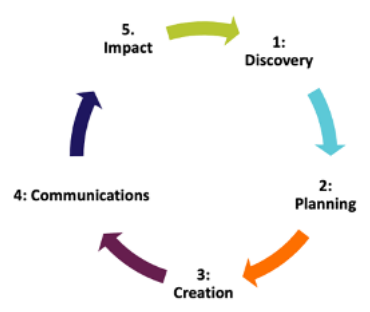
Our Approach

Phase 1: Planning. Planning begins with a kick-off and project planning meeting to introduce the team, meet the project team, and identify key stakeholders. The focus of this meeting is to identify the project scope, key milestones, and constraints to build the project plan.

- **Outcome:** Clarify the organization's needs as compliance or authentic inclusion
- **Outcome:** Create the project plan which includes the timeline, key milestones, and stakeholders

Phase 2: Discovery. Conduct an organization-wide needs assessment [audit] to assess and deeply understand the strengths, needs, challenges, and opportunities. This process may also uncover issues, identify challenges and/or observations outside the project scope. These findings are also used to create the project proposal.

- **Outcome:** Create a documented review of information gathered, key take-aways, and recommendations. This includes how the company feels about their employee and customer base; gauges whether the internal talent mirrors the diversity of the client and customer base.



Phase 3: Creation. Develop the DEI strategy that is strategically aligned with the company's mission, vision, values, and behaviors.

- **Outcome:** Build a communication plan and strategy
- **Outcome:** Create customized learning programs, activities, Employee Resource Groups, and other DEI initiatives to create awareness, develop competencies & skills, and build communities
- **Outcome:** Design surveys and other feedback tools to collect data and analytics to measure the success of the DEI initiatives.

Phase 4: Communication: We believe a strong communications strategy and plan are imperative for all DEI initiatives. We will create a communication strategy and

messaging, as well as branding, ensuring a successful implementation and sustainability.

Phase 5: Impact. Side-by-side we launch the D&I initiatives, and revise where needed. The team is there to support these initiatives until the organization owns them completely.

- **Outcome:** Embed diversity, equity and inclusion behaviors, competencies, and actions into the organization by aligning the way the company and employees think, behave, and act
- **Outcome:** Launch feedback tools, including surveys to collect data and analytics, ongoing