

5-Step Checklist to Accelerate Your Diversity, Equity, and Inclusion Strategy

Only a third of firms have significantly improved both gender and ethnic diversity on their executive teams despite years of pledges to do just that. Meanwhile, CEOs feel they are budgeting significant time and money to “crack the code” of DE&I across their businesses without making appropriate progress. There are few easy answers in DE&I, but here are five key strategies that can help establish a firm foundation...

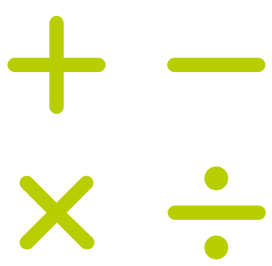


1

Lead Inclusively

In 2019, only 6.6% of US Fortune 500 companies were led by female CEOs. Underrepresentation in the C-Suite sets the tone across the organization, perpetuating stagnant pay disparities and workforce imbalance throughout.

- Have you achieved parity of women and men, and parity of white males and underrepresented minorities in your organization?
- Do you have short-term and long-term plans in place to address disparities that exist?
- Is DE&I relevant to every leader, or only the responsibility of a Chief Diversity Officer or similar?
- Do you invest in DE&I expertise, hiring a well-resourced team of DE&I experts?
- Does leadership frequently review DE&I policies?



2

Know Your Diversity Numbers

Monitoring diversity and inclusion programs is the best way to measure success—or to establish the lack thereof. This enables you to determine what is and isn't working and what therefore needs to be modified.

- Do you review your program goals and data at least twice a year?
- Do you benchmark your data using any of the following sources to assess availability?
 - o U.S. Census data
 - o Geographic data
 - o Industry data via the American Community Survey
 - o IPEDS (Integrated Postsecondary Education Data System)
- Do you actively close diversity gaps by working with colleges and professional organizations where underrepresented communities gather?
- Do you record and consider small, intersectional groups in your data rather than rolling everyone up into broad groups?



3

Incorporate Equity

Being able to prove you're an equitable employer (or are at least striving to be) will make you more attractive to prospective employees. It also aids retention when you can prove to employees that they're getting a fair deal. One survey suggested that around two-thirds of people find companies that disclose their gender pay gap figures each year more attractive to work for.

- Do you share pay transparency information to all employees?
- Do you share pay transparency information publicly in any form?
- Do you incorporate competitors' pay transparency data into your own salary plans?



4

Cultivate a Culturally Aware Climate

Companies must build an inclusive culture to retain the diverse talent that they've recruited. It also acts as a magnet for talent. Two critical aspects of a culturally aware climate are accounting for intersectionality and promoting allyship.

- Does your DE&I program incorporate all aspects of identity individually *as well as* holistically, so that intersectionality is fully accounted for?
- Do you have robust data capture and reporting tools to make working with intersectional data easier?
- Are your managers able to gain appropriate knowledge and skills so they can operate as allies for diverse employees?



5

Learn an Inclusive Language

Finally, the long process of relating your message on DE&I to your employees begins with training. Your training should cover multiple DE&I topics to be truly effective.

- Does your training cover topics such as:
 - o Unconscious bias?
 - o Microaggressions?
 - o Basic principles of diversity, equity, inclusion, and respect?
- Does your training include real-world examples to help ground the diversity principles?
- Is your training available to all employees rather than only a select few?

For a full look at the evidence and best practices that will help you on the path to increasing innovation and revenue in your business, read our guide:

5 Key Strategies to Accelerate the Momentum of Your Diversity, Equity, and Inclusion Program

Click the title to download today or head to affirmity.com/resources