

Suggested Steps to Build & Sustain a D&I Strategy

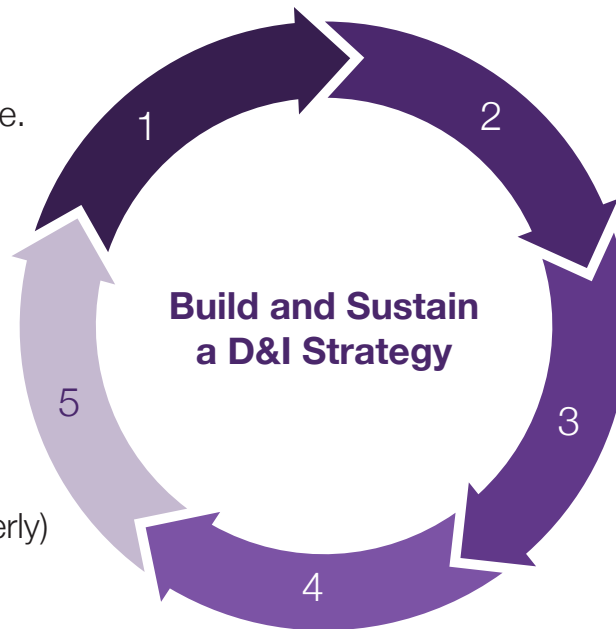
Diversity & Inclusion is not a one-time training class and should become part of the day-to-day actions.

1. Understand where you are

- a. Collect data and establish a baseline.
- b. Understand what is important to your employees.

5. Regularly track and report progress

- a. Establish a cadence (monthly/quarterly) and report progress to stakeholders.
- b. Quotas alone will not achieve true inclusiveness.



4. Establish metrics and dates

- a. "What gets measured gets done."
- b. Make sure the goals are SMART.
- c. Be accountable for delivery dates.
- c. Communicate to internal and external.

2. Get support from all levels

- a. Appoint an executive champion.
- b. Engage at all levels to gain buy-in.

3. Set goals and priorities

- a. What are the major pain points?
- b. How do they fit with your corporate goals?
- c. Which will be addressed first?