STRATEGIES, TACTICS AND PRACTICES

Human Resource Partners who advocate for environments where employees feel valued and respected provide a voice and become a resource to those who are often overlooked. They also have opportunity to monitor activity within the talent wheel.

- **Help others understand DEI as a competitive advantage.**
- **Create awareness of talent/people strategy.**
- **Identify gaps and opportunities to infuse inclusive practices across the employee life cycle.**
- **Partner with key stakeholders to infuse inclusive practices across the employee life cycle.**
- **Support the implementation of inclusive practices in the organization.**
- **Employ external benchmarking to see how other organizations are doing with people strategies.**
- **Identify industry best practices and share them within your organization.**

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STRATEGIES, TACTICS AND PRACTICES

Talent Acquisition Recruiters who bring diverse talent to the organization, promote and enhance company innovation.

- Create training for hiring managers that identify bias in the recruitment process.
- Review resumes without racial or ethnic institutional identifiers.
- Build sustainable relationships with HBCUs/MIs and other university programs who target support to historically marginalized groups.
- Create a safe space for open dialogue when reviewing resumes and debriefing on interviews.
- Add a shared glossary of terms to the company's intranet.
- Build partnerships within communities and schools to increase diverse talent pools.
- Ensure onboarding includes diverse experiences in the organization.

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STRATEGIES, TACTICS AND PRACTICES

Change Management Consultants who support organizational transformation towards a more diverse and inclusive workplace emphasize the importance of trust in leadership.

- Ensure all stakeholders are considered.
- Conduct various types of organizational assessments to identify the current state as it relates to DEI (employee engagement and culture).
- Consider additional details that may be unique to underrepresented groups of employees when completing an impact assessment.
- Ensure personas developed are representative of the entire population at every level of employment.
- Ensure pilot programs are representative of diverse populations.
- Adapt communications to be culturally responsive.
- Help leaders understand the importance of inclusion and its alignment to organizational change.

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STRATEGIES, TACTICS AND PRACTICES

Organizational Development Consultants who work with leaders to transform the mindsets and behaviors of teams and individuals, play a critical role in supporting a culture where people can reach their full potential.

- Talk to influential Senior Leaders about understanding DEI and its importance.
- Look for a quick win where there is urgency.
- Create a business case for DEI.
- Conduct a survey to determine the current state of the organization.
- Determine a baseline for the understanding of DEI in your organization.
- Research and share best practices.
- Connect valuing people to organizational strategy.
- Create a toolkit based on researched best practices.
- Engage stakeholders consistently to gain buy-in
- Explore blindspots (eg. talent review) and gaps to align intent with reality and systems, culture, and structures.
- Examine communications practices to ensure everyone has fair access to opportunities.
- Promote competencies such as valuing differences within the organization.

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STRATEGIES, TACTICS AND PRACTICES

Training Managers who ensure teams establish structures and processes that promote training programs to address the needs of all employees increase employee engagement, productivity and retention.

- Create strategic initiatives with a DEI lens.
- Conduct a needs assessment, including DEI topics and customize the talent plan to it.
- Include customers and clients in decision making.
- Invite and include leadership participation in team building activities.
- Create a forum for people who want to change behaviors.
- Coordinate diverse teams to design employee learning experiences.
- Audit employee needs for training materials that are accessible to all learners.
- Influence vendor decisions to ensure diverse perspectives are addressed.
- Use participant feedback to modify training experiences and elevate ROI.
- Consider calendars for cultural events.

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