

Elements of a DEIB Initiative

High level assessment

- Education (shared language, what/why/how DEIB relates to your organization)
- High level assessment (culture, desired impact, vision of equitable & inclusive organization)
- Leadership commitment (agreed goals, define roles & accountability, empower leaders)

In-depth analysis

- In-depth analysis (strengths, weakness, potential, baseline data)
- Review/revise company policy & procedure (ie, hiring, evaluation, anti-discrimination, etc)
- Workshop framework (mission, vision, values, goals, metrics, etc)
- Gain consensus on shared purpose and desired impact
- Create a strategic plan

Implementation

- Form a DEIB Committee (internal/external partners, define roles)
- Staff education (new perspectives, bias training, relevant studies & data, etc)
- Implement strategic plan (action to create impact!)
- Create partnerships relevant to your mission (nonprofits, service providers, schools, etc)
- Maintain inclusive workplace culture (set expectations, daily practice, systems of inclusion)
- Measure progress
- Consistency & Commitment

Systems-based!

This isn't about how to bring people into your current system... It's about assessing the current systems and looking for ways to make them better. It's about getting our organization up to speed with the rapidly changing sociocultural dynamics of today by creating new systems that people want to be a part of.

Systems of support based on education, fairness, respect, equity, and inclusion in areas like:

- **Education:** Barriers, challenges, benefits, expectations, data, networks, models
- **Outreach:** Accessible opportunities, networks to services/resources/funding, efficiency
- **Funding:** Sustainable funding streams, DEIB creates wider range of resources available
- **Collaboration:** Efficiency & optimization, everyone doesn't have to do everything
- **Services:** Efficient, accessible, inclusive
- **Resources:** Providing equitable opportunity to access resources
- **Metrics:** Data leads to informed actions, impact, and funding requests (ie, sciGaia)

**Having a DEIB consultant to help guide you as your organization begins its DEIB journey can greatly maximize the efficiency and impact of the process. This document is intended to help you understand what that process looks like and is not intended to be the framework of your organization's DEIB initiative. To learn more contact:*

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