

Diversity Equity & Inclusion

“We need diversity of thought in the world to face the new challenges.”

Tim Berners-Lee



Tim Berners-Lee's statement is just as true today, as we face the challenges resulting from the global pandemic, as it was when he laid the foundations of the internet in 1989.

Real Diversity, Equity & Inclusion is a business imperative. Without it, organizations are made up of people who come from the same background, have the same skills and, therefore, the same blind spots. A diverse workforce brings together different strengths, a variety of experiences, a huge breadth of knowledge and a wealth of creative problem-solving techniques. However, in order to unlock the power of diversity, organizations must be inclusive. Inclusion ensures that people feel supported, are treated fairly and are therefore more engaged and more productive.

Our goal is to promote a deeper understanding of diversity, equity and inclusion and its impact in the workplace, and shift behaviors and decision-making that result in a more inclusive workplace and improved business performance.

The challenge is to develop and implement a practical and effective Diversity Equity & Inclusion strategy which can be built at both the individual and enterprise-wide level, enabling everyone to take ownership and make a difference.

Some gems we want to share with you:

- It can be difficult to source diverse talent but with [the right AI and analytics](#) it is possible.
- Sequenced, focused effort matters more than financial investment.
- Don't underestimate the impact of communication. Communication drives self-belief which leads to diverse and inclusive behaviors.
- It's important to understand the current landscape and culture first (both strengths and blockers)
- Focusing on key behaviors can show you the critical path to an inclusive culture. For example:
 - Greet people authentically - say *'hello'*, or other culturally appropriate greetings.
 - Work for the common good and shared success.
 - Listen as an ally i.e.: listen **and** engage.
 - Lean into discomfort - be prepared to challenge yourself and others.
 - Put your stake in the ground and be willing, eager, and able to move it.
 - Ask others to share their perspective - and accept their frame of reference
 - Speak up when people are being excluded
 - Ask who else needs to be involved to understand the whole situation
- Simplicity is key. Having a common language and simple strategy enables engagement.
- Involve employees in strategy development
- Strategy needs to be translatable for leadership, individuals, and the organization
- Measurement is key. You measure what you value.
- Finally, you won't unlock the power of Diversity, without investment in Inclusion.

Our Unique Approach

Our OrgShakers' Diversity Equity & Inclusion practitioners bring decades of professional and personal experiences with an array of companies and industries across the globe.

The breadth and depth of our experiences have shaped the distinct and innovative lens in which we view the world and our work, and our combined thinking and strategic acumen will create value, drive engagement, cultivate inclusion, increase diverse representation, and enhance loyalty.

We are data driven. As well as leveraging the leading global research and benchmarking data, we are able to generate deep Diversity Equity & Inclusion insight from our [proprietary data lake and AI-driven analytical engine](#).

In addition, by combining the latest advances in behavioral diagnostics with predictive analytics, we can accelerate culture change across organizations through focused and practical actions that will drive sustainable, long-term outcomes.

The Journey to Inclusion Mastery: A methodology for organizational transformation

From ...

To ...

Information is source of individual power and is protected.

Information is source of team competitive advantage and is shared.

Trust and listen to a select inner circle.

Trust and listen to all team members.

See colleagues as competition: win-lose

See colleagues as partners: win-win

Not raising problems / packaging problems / avoiding conflict.

Problems and different perspectives are brought to light in an inclusive way and those who speak up are celebrated.

Leader is in control and has as all the answers.

Leader as a coach, facilitator, teacher who asks the right questions.

Leaders have inconsistent capabilities for hiring, leading, coaching, and developing team members of diverse backgrounds and styles.

Leaders are capable of and accountable for hiring, leading, coaching, and developing team members of diverse backgrounds and styles.

Influence and acceptance based on job title, relationships and tenure.

Influence is based on skills, experience, and knowledge.

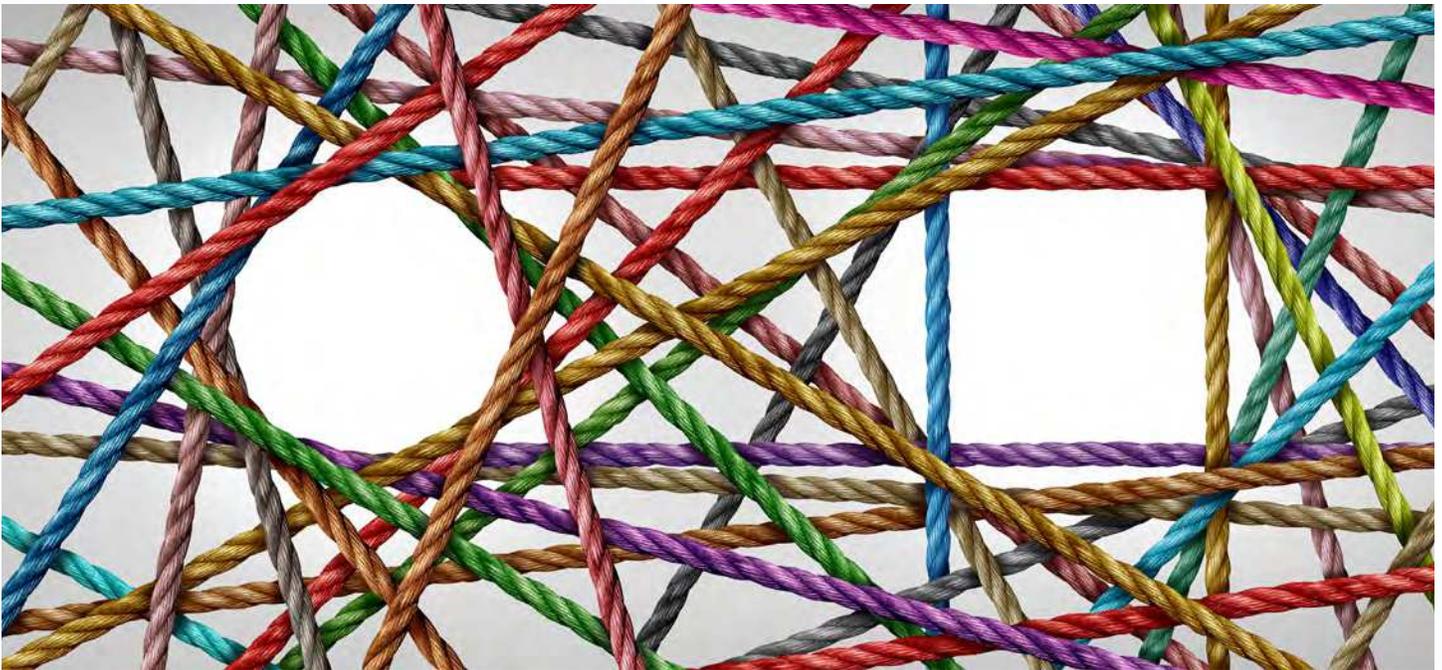
Set processes are aggressively guarded; new ideas are not accepted.

Team members bring there best thinking, experience and creativity to the table.

Developing your Diversity Equity & Inclusion strategy

We take a simple, pragmatic approach to accelerating your Diversity Equity & Inclusion strategy through our **PACE** framework:

- **Participate** – ensuring diversity is represented throughout the organization, and that the culture and processes support inclusion.
- **Advance** – progression for all employees through rewards (pay equity, benefits), environment (human rights and anti-discrimination), development, and education.
- **Celebrate** – communication, engagement inside and outside the organization to build self-belief. Employee advocacy.
- **Extend** – use your scale for good, extending best practice to your supply chain and communities. Developing strategic partnerships.



OrgShakers has experience delivering:

- Created and implemented DE&I strategy for one of the largest eCommerce retailers in the USA
- Built the largest employee resource groups in one of the world's largest brands
- Delivered the most diverse Olympics and Paralympic games ever
- Created and implemented Women in Leadership programs and coaching
- Initiated process changes to eliminate bias through the use of technology
- Created Europe's largest corporate LGBTQ+ network
- Created and implemented an award winning global program for disadvantaged youth
- Theoretical and practical experience – teaching at Harvard and Manchester Universities

What we can deliver:

<p>Insights We can help you analyze and define leading and lagging diversity indicators</p>	<ul style="list-style-type: none"> ● AI – competitor benchmarking ● Analyze and benchmark seven leading behaviors that lead to an inclusive environment ● Analysis of internal diversity and inclusivity ● Comparative benchmark for diversity indicators ● Employee surveying ● Climate assessments ● Conduct focus groups ● PhD level / Professor AI capability
<p>Strategy Design We work with your leadership team to custom build the foundation or framework of your organization's Diversity Equity & Inclusion strategy</p>	<ul style="list-style-type: none"> ● Organization Assessment ● Establish an organizational imperative ● Diversity Equity & Inclusion model building ● Framework redesigns ● Executive interviews and assessments ● Data gathering and interpretation ● Understand diverse customers and communities
<p>Culture We help you transform your organizational culture to deliver the outcomes you need to drive long-term, sustainable outcomes</p>	<ul style="list-style-type: none"> ● Define the desired culture, signaling how we want people to think, feel and act ● Identify and prioritize the right initiatives to support an inclusive, high-performing culture which can be sustained over the long term ● CultureScope – ground-breaking behavioural diagnostics which deliver a bias-free assessment of organizational culture
<p>Talent Acquisition</p>	<ul style="list-style-type: none"> ● Executive Search ● Talent mapping
<p>Education and Training We design and/or deliver custom education and development programs for individuals, groups, teams and organizations</p>	<ul style="list-style-type: none"> ● Inclusion education and senior executive alignment ● Design and deliver virtual and/or in-person programs, workshops, and webinars ● Leadership, Team, and Individual coaching ● Employee Networks/Resource Group coaching
<p>Communication We lend our expertise to the strategic crafting of communications and messaging in the tone and voice of CEO and/or the senior leadership team</p>	<ul style="list-style-type: none"> ● Design Diversity Equity & Inclusion communications strategy for internal and external audiences ● Communications support for CEO communications and business updates to employees
<p>Compensation and Reward</p>	<ul style="list-style-type: none"> ● Compensation benchmarking ● Pay Parity
<p>Self-Help Library Learning about Diversity Equity & Inclusion is a lifelong journey. We can give access to resources for employees to self-educate on this important topic</p>	<ul style="list-style-type: none"> ● Connect allies to free resources that help in their self-discovery and education about Diversity Equity & Inclusion

Organizations where OrgShakers have Diversity Equity & Inclusion experience include:



Across a range of People disciplines, OrgShakers have the knowledge, tools, and expertise to support you in defining and implementing programs which will unlock the People Power within your organisation. Our services can flex to meet the specific needs of your organisation, so whether you need consultancy support, executive coaching, team workshops and training, business and employee insights, communications, HR systems, or organisation design – OrgShakers can help.



Find out more at www.OrgShakers.com or email us at: hello@orgshakers.com.