DEI

Are you Talking the Talk

or Walking the Walk?

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DIVERSITY, EQUITY, AND INCLUSION HAS BECOME AN INCREASINGLY IMPORTANT TOPIC IN THE WORKPLACE. WHILE MANY ORGANIZATIONS ARE TALKING ABOUT THE IMPORTANCE OF DEI, IT'S NOT ENOUGH TO SIMPLY TALK THE TALK. ORGANIZATIONS NEED TO BE ACTIVELY WALKING THE WALK AND TAKING CONCRETE ACTIONS TO CREATE A MORE DIVERSE, EQUITABLE, AND INCLUSIVE WORKPLACE.

Here are some keyways organizations can demonstrate that they are walking the walk when it comes to DEI:

Diverse Hiring:

Organizations should prioritize diverse hiring practices to ensure that their workforce reflects the diversity of the customer base and communities they serve. This can include actively recruiting candidates from diverse backgrounds, implementing blind hiring practices to remove unconscious biases, and setting diversity targets.

Inclusive Culture:

Companies should create an inclusive culture where all employees feel valued, respected, and supported. This can include providing DEI training for all employees, creating affinity groups for underrepresented employees, and regularly soliciting feedback from employees on how to improve the workplace culture.

Mentoring and Skills Training:

Organizations can appoint mentors for diverse candidates to provide them with counsel regarding their career goals and professional development to ensure they acquire the skills and training required to advance. This will keep them engaged and reduce the prospect of leaving.

Equitable Policies:

Corporations should review their policies and practices to ensure that they are equitable and do not disadvantage any particular group. This can include reviewing pay structures to identify and

address any pay gaps for similar roles, offering flexible work arrangements to accommodate different needs, and providing equal opportunities for career advancement.

Accountability and Measurement:

Organizations should establish clear accountability measures and regularly measure progress towards DEI goals. This can include setting DEI targets for candidate pools, regularly reporting on progress towards those targets, and holding leaders accountable for creating a more diverse, equitable, and inclusive workplace while maintaining hiring standards with hiring the best talent.

Community Engagement:

Companies should engage with and support their local communities to promote DEI initiatives. This can include partnering with community organizations, sponsoring DEI-related events, and participating in community outreach programs.

In summary, talking about the importance of DEI is not enough. Organizations need to actively demonstrate that they are committed to creating a more diverse, equitable, and inclusive workplace by taking concrete actions to support DEI initiatives. This requires a long-term commitment and ongoing effort, but the benefits of doing so are significant, including improved employee engagement, enhanced company reputation, and increased competitiveness.