Using DEI principles & practices to attract & retain talent

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RIMS
OREGON CHAPTER

Diversity
+
Equity
+
Inclusion
=
Transformative performance

DEI IS THE RIGHT THING TO DO AND IT DRIVES BUSINESS& PEOPLE RESULTS

Companies with higher-than average levels of diversity saw

19%

higher innovation revenues

79%

of organizations say fostering a sense of workplace belonging is very **important for their success**

Inclusive teams **improve team performance** by up to

30%

in high diversity environments

Companies with diverse management teams had

19%

increase in revenue compared to less diverse counterparts

More than

2/3

of employment seekers consider workplace diversity to be **a top factor when considering a job opportunity**

More than 250 studies show how diversity, equity, & inclusion in business leads to greater levels of innovation, customer service, colleague engagement, and long-term growth. Inclusion is now the top driver of colleague satisfaction

GOOD NEWS

we've made progress

DEI needs to be

SYSTEMIC

becoming simply **part of the way things are done**.

01

DEI has to be important to the **CEO**

02

DEI **cannot** be a **standalone** function

DIVERSITY

Diversity increases profitability
Get and keep diverse talent
Create an environment where diverse people want to be and stay

01

Diverse candidate slate.

02

Diverse **interview panel.**

Managing bias **training** for people leaders.

DIVERSITY

VALUE SKILLS

OVER DEGREES

DRIVE

RESULTS

Equity vs. Equality

EQUALITY

Everyone gets exactly
the same thing.

Everyone gets what they need related to access to resources, opportunities & advancement.

Creates a level playing field

01

When succession planning is happening, ensure that you identify **diverse** potential successors.

02

Identify & design diverse **leadership development programs** for specific diversity dimensions.

03

It's important here to ensure that **diverse talent is getting exposure** to those who make decisions about people.

INCLUSION

Where all colleagues feel welcomed,
valued, respected, & heard.

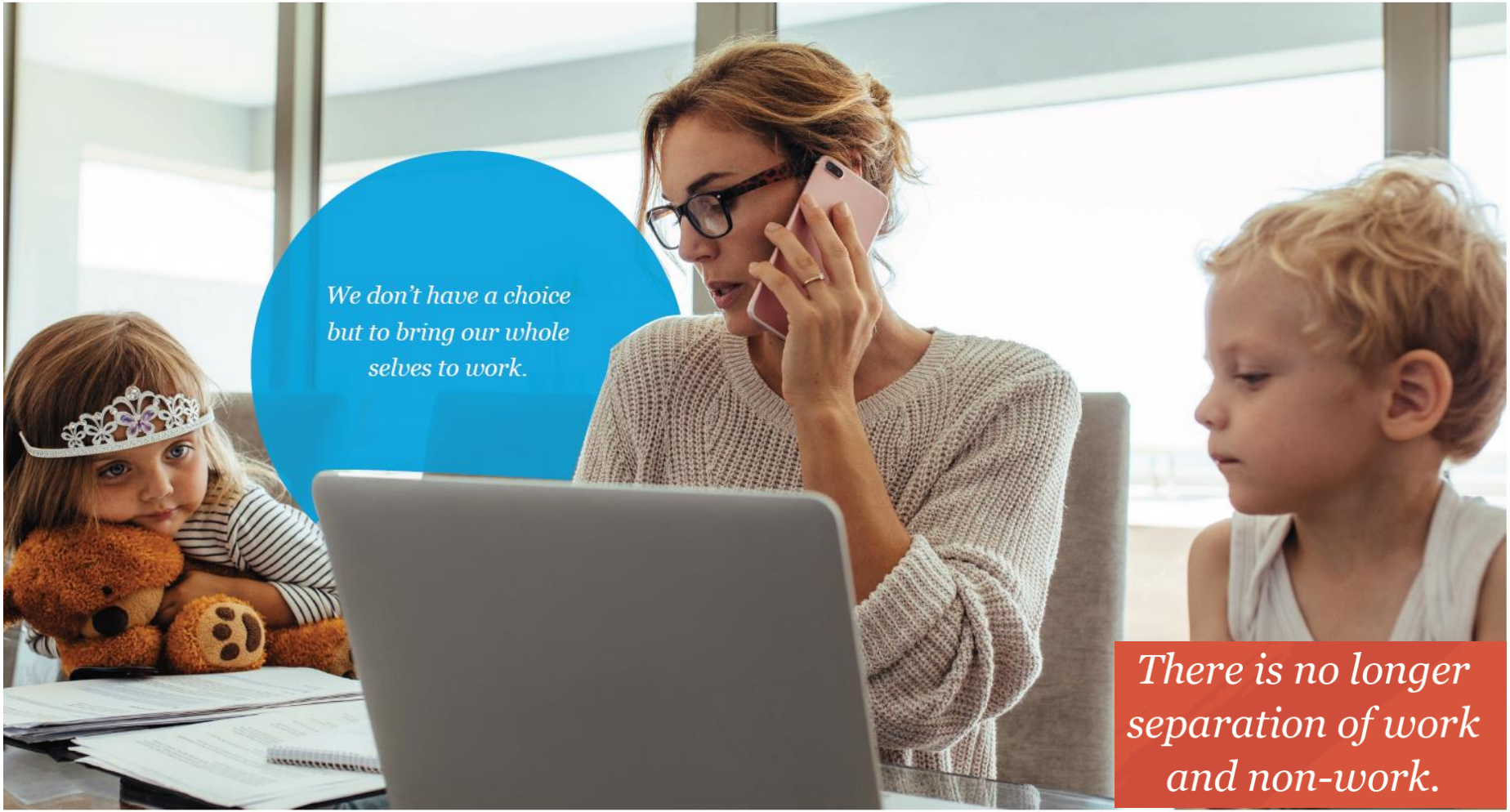
MICRO AGGRESSIONS

Subtle behaviors that affect members of under-represented groups and can add up to create inclusion challenges.

WHAT DO YOU DO?

Call it out

How to drive inclusion in a post-pandemic world.


We don't have a choice but to bring our whole selves to work.
There is no longer separation of work and non-work.

EMPLOYEE EXPERIENCE

=

EMPLOYEE ENGAGEMENT

Which impacts performance

There is data that shows that in a virtual world, it take 3-5 times more interactions to develop social capital.

Having meetings with your team to drive connection and productivity isn't a hard thing to do – it just takes intention and it matters because engagement drive profit.

DEI IS GOOD FOR THE BOTTOM LINE

It's up to us

Managers carry a heavy load in ensuring the DEI efforts are **UNDERSTOOD, VALUED, AND EXECUTED.**

WHAT GETS MEASURED GETS DONE.

We're accountable for both diversity and inclusion metrics.

Take it upon yourselves to call out inequities, micro-aggressions and mentor others from under represented groups - reach out and make others feel **WELCOMED, VALUED, RESPECTED, AND HEARD.**

An environment
where all of our
colleagues can thrive.

DEI IS A LIFETIME JOURNEY

that requires intentional action & focus

LET'S DO IT

TOGETHER

Thank you.