



Diversity, Inclusion & Equality: A Quick Review



Defining Diversity, Inclusion & Equality

What is diversity?

Understanding, accepting, and valuing differences in races, ethnicities, genders, ages, etc. and differences in education, skill sets, experiences, etc

What is inclusion?

Inclusion is defined as "the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success."

What is equality?

Equality is ensuring individuals or groups of individuals are not treated differently or less favorably, on the basis of their specific protected characteristic, including areas of race, gender, disability, religion or belief, sexual orientation and age. Promoting equality should remove discrimination in all of the aforementioned areas. Bullying, harassment or victimization are also considered as equality and diversity issues.

Diversity, Inclusion & Equality

A company's mission, strategies, and practices to support a diverse and inclusive workplace and leverage its effects

Talent Acquisition's Challenges

1

Recruitment of
diverse employees

2

Retention of
diverse talent

3

Developing a robust
pipeline of diverse talent

4

Managing
crossgenerational issues

4 Strategies You Can Start Implementing Today

- Create a strategy at the CEO/COO/CHRO level
- Integrate D&I strategies into recruitment, performance management, leadership assessment, and training
- Create behavioral standards and hold leaders accountable for results
- Create an external scorecard to measure progress for recruiting, promotion rates, compensation, and turnover

Metrics to Evaluate your Success

- Employee productivity
- Employee morale
- Employee turnover
- Performance Reviews
- Bonuses
- Business/department reviews