Challenges and Parameters of Diversity Initiatives

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Diversity, Inclusion and Connectedness Post-Covid 19

- COVID-19 is impacting individuals, communities, industries and workplaces.
- Workplace culture, diversity and inclusion are more important now than ever before.
- Need for engagement, connectedness and trust building as employers face handling varying circumstances of employees returning to work



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Same Storm – Different Boats



The coronavirus pandemic has made abundantly clear to many, that we are not all in the same boat. Your ship may be shipwrecked and mine not, or vice versa…

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Agenda



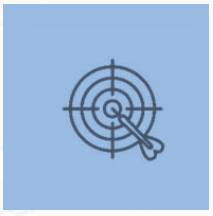
Assessment

Understanding the Needs



Planning

Preparing for Implementation



Programming

Solid Execution

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Qualitative Assessment – *Not one size fits all*

Questions to Ask

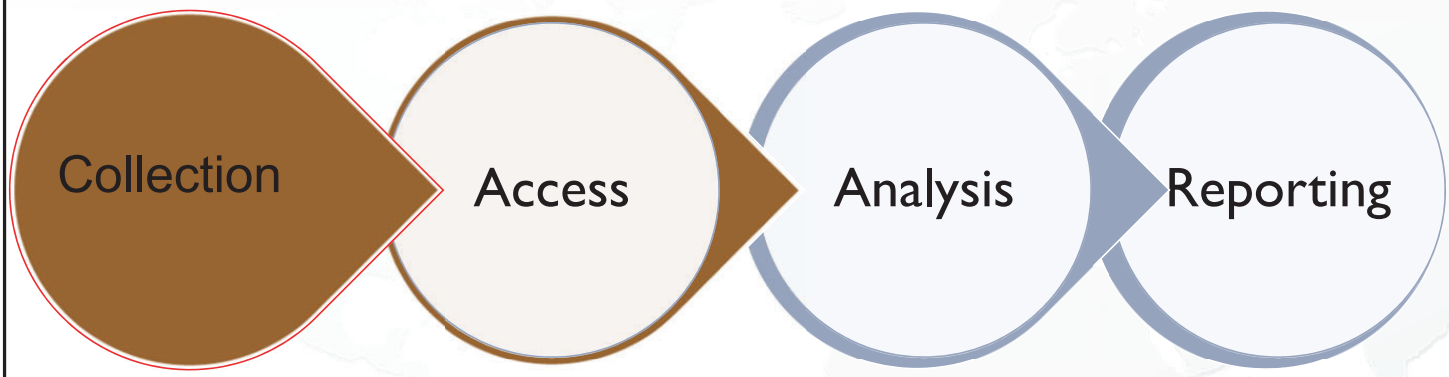
- What are we trying to accomplish?
- How are we doing now?
- What do we need to do?

Assessment Techniques

- Crises areas
- Culture audit/climate survey/focus groups
- Prior efforts
- Resource groups
- Policies/training

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Quantitative Assessment – Using Data to Drive Process & Measurement



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