

# 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



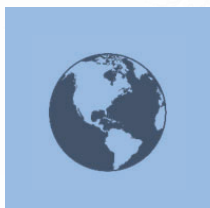
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# Same Storm – Different Boats



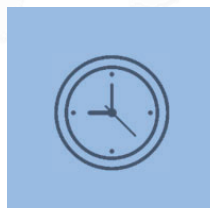
*The coronavirus pandemic has made abundantly clear to many, that we are not all in the same boat. Your ship may be shipwrecked and mine not, or vice versa...*

## Agenda



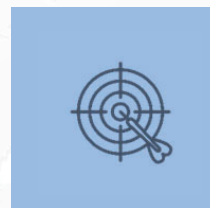
### Assessment

Understanding the  
Needs



### Planning

Preparing for  
Implementation



### Programming

Solid Execution

## 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

## Quantitative Assessment – Using Data to Drive Process & Measurement

Collection

Access

Analysis

Reporting

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