

# Operationalizing Diversity, Equity and Inclusion Goals



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Panelists:

Monica Davy, Chief Culture, Diversity and Inclusion Officer, Vizient (Irving)

Karen White, Chief Diversity and Inclusion Officer, Frost Bank (Houston)

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1

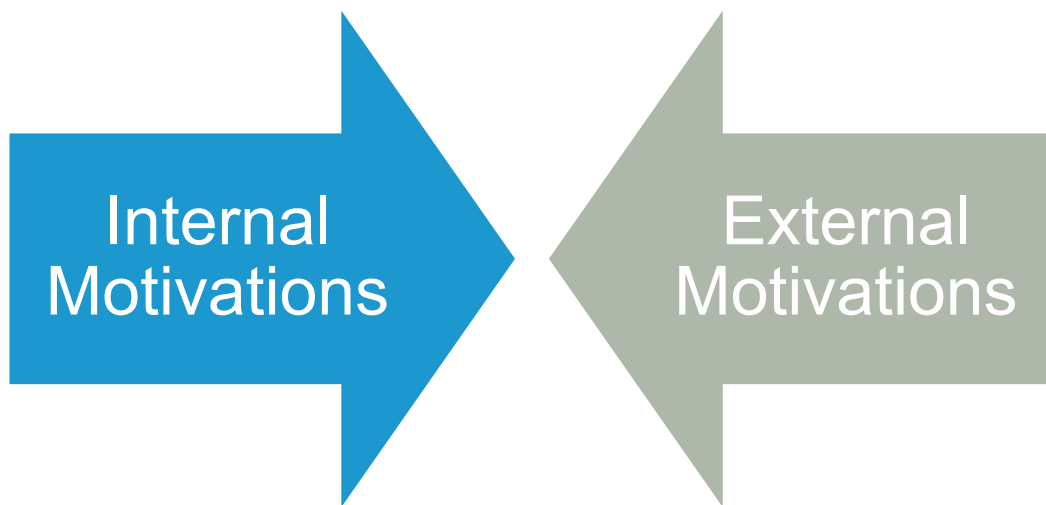
## Where we were two years ago...



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2

# Visioning – Identifying the **WHY?**



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3

## Creating the DEI Plan

Create a strategic or action plan for DEI that is based on your company's culture:

- **Connects with the business strategy**
- Articulates goals for the program
- Determines program focus area(s)
- Identifies stakeholders/those involved
- Sets resources needed and budget
- States timelines and deliverables
- Defines how to measure progress



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4

# DEI Major Programming Areas

Recruitment/Hiring – Diversity/Representation

Training – Inclusion/Belonging

Employee Resource Groups - Inclusion

Succession Planning/Evaluation/Promotion - Inclusion

Leadership Engagement/Development - Inclusion

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5

Culture begins with beliefs  
and finds expression  
in behaviors.



What is the  
importance  
of *culture* in  
DEI& B?

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6

Also available as part of the eCourse

[2022 Corporate Counsel eConference](#)

First appeared as part of the conference materials for the  
44<sup>th</sup> Annual Corporate Counsel Institute session

"Operationalizing Diversity, Equity and Inclusion Goals"