

GDEIB SYSTEMS ACTIVITY HANDOUT

INSTRUCTIONS:

- Choose a timekeeper and a facilitator to follow the steps outlined below.
- Choose one person who's willing to volunteer their example. This scenario should help everyone to apply the GDEIB. Everyone else is a "thought partner".
- Volunteer share your example within **2 minutes**. Share only the most salient points of your context given the limited time. Do not cover the GDEIB 15 Categories in this time; that's what the thought partners will help with.
- Thought partners ask clarifying questions. Take **3 minutes** to do this. This time is for questions only, not solutions or advice.
- Silently, individually, everyone scans the 15 GDEIB categories in the handout and checks which ones will help give a systems view to address the example. Take **2 minutes** to do this silently, honoring different learning and engagement styles by doing so.
- In the time remaining, discuss together the categories and examples of how to apply interventions and actions.

FOUNDATION

Drive the Strategy

- 1: Vision, Strategy, and Business Impact
- 2: Leadership and Accountability
- 3: DEI Structure and Implementation

INTERNAL

Attract & Retain People

- 4: Recruitment
- 5: Advancement and Retention
- 6: Job Design, Classification, and Compensation
- 7: Work-Life Integration, Flexibility and Benefits

BRIDGING

Align & Connect

- 8: Assessment, Measurement, and Research
- 9: DEI Communications
- 10: DEI Learning and Development
- 11: Connecting DEI and Sustainability

EXTERNAL

Listen to & Serve Society

- 12: Community, Government Relations, and Philanthropy
- 13: Services and Product Development
- 14: Marketing and Customer Service
- 15: Responsible Sourcing