

THE 15 ACTIONS NEEDED FOR WORLD-CLASS DIVERSITY, EQUITY & INCLUSION WORK

These 15 Actions in four groups are from *Global Diversity, Equity & Inclusion Benchmarks: Standards for Organizations Around the World* by Nene Molefi, Julie O'Mara, Alan Richter and 112 Expert Panellists. Go to www.centreforglobalinclusion.org, navigate to Global Diversity, Equity & Inclusion Benchmarks (GDEIB), and scroll to User Tools.



Drive the Strategy

1. Develop a strong rationale for DEI vision, mission, and strategy and align it to organizational goals.
2. Hold leaders accountable for implementing the organization's DEI vision, setting goals, achieving results, and being role models.
3. Provide visible, dedicated support and structure with authority and budget to effectively implement DEI.



Attract & Retain People

4. Ensure that attraction, sourcing, and recruitment is done through the lens of DEI.
5. Ensure that DEI is integrated into talent development, performance management, advancement, and retention strategies.
6. Ensure that job design and classification are evaluated for bias and that compensation is equitable across key dimensions of diversity.
7. Achieve work-life integration, flexibility, and equitable benefits. Flexible work options are widely available and accessible.



Align & Connect

8. Ensure that assessments, measurement, and research include a DEI lens.
9. Make communication clear, simple to understand, and a crucial force in achieving the organization's DEI goals.
10. Educate all to achieve a level of DEI competence and confidence needed to create a diverse, equitable, and inclusive organization.
11. Connect the organization's DEI and sustainability initiatives to increase the effectiveness of both.



Listen to & Serve Society

12. Be proactive in working with community, public and private partnerships, government, and society at large, and through philanthropy.
13. Embed DEI in services and products development to serve diverse customers and clients.
14. Integrate DEI into marketing and customer service.
15. Practice responsible and ethical sourcing. Develop and nurture underrepresented suppliers.

