

INCLUSION ON DEMAND

BRIAN FISHBONE

WHY DO YOU NEED INCLUSION ON DEMAND?

- We just lost our CDO, ERG Program Manager, or other Inclusion Specialist, and we don't want the work to stop until we can hire someone.
- We can't afford to hire a full-time Chief Diversity Officer (CDO) or additional inclusion team members, or they need additional support.
- Our employees, clients, investors, and other stakeholders are demanding action now to improve inclusion in our organization.
- We recognize offering unconscious bias training is not enough – we need a comprehensive, systemic approach to advancing inclusion in our organization.
- We developed our own inclusion training but don't have any/enough people to facilitate it.
- We have a strong team that is ready to do inclusion work, but we don't know how or where to start.

ABOUT OUR FOUNDER BRIAN FISHBONE



- 20+ years of experience in diversity, inclusion, and belonging and corporate learning, with specialization in employee resource group (ERG) management, inclusion and belonging, and mitigation of unconscious bias in HR and leadership practices.
- Developed and implemented global diversity, inclusion, and belonging initiatives that increased representation and advancement of underrepresented talent at Vanguard, Cruise, Food Lion, Cetera Financial, Anthem Blue Cross/Elevance, and many more.
- Designed and delivered corporate learning that propelled the careers of thousands of Sprint, Delaware Investments, and Vanguard employees.

WHAT OUR CLIENTS SAY ABOUT US

“I was fortunate enough to have been connected with Brian from a previous client of his and was immediately impressed with his experience and knowledge base as a practitioner and leader in the DEI space. I was equally impressed at his ability to partner in a number of ways across his offerings, and accelerate some of our inclusion initiatives... It truly lived into his business name of inclusion on Demand. I have since been able to call on Brian for thought partnership and engage him from time to time on special projects or specific needs. I look forward to continuing to work with Brian as we continue on the journey of advancing inclusion across our workplaces.”

-Chief Talent and Inclusion Officer, Financial Services Company, >3,000 Employees





THE INCLUSION ON DEMAND FLYWHEEL

Let us get the flywheel spinning across your organization's employee lifecycle!

COMPREHENSIVE, SYSTEMATIC ADVANCEMENT OF INCLUSION



CONSULTATION
SERVICES



LEARNING
SOLUTIONS



ADDITIONAL
SERVICES

A woman with dark hair, wearing a white lab coat, is smiling and looking upwards. She is holding a molecular model with red, black, and white spheres. The background is a blurred laboratory or office setting.

INCLUSION CONSULTATION SERVICES

- Employee Resource Groups (ERGs)
- Research and Analytics
- Recruiting
- Talent Development and Advancement
- Storytelling
- People Practice Assessment

** SERVICES AVAILABLE A LA CARTE OR BUNDLED AS A COMPREHENSIVE, STRATEGIC APPROACH*

EMPLOYEE RESOURCE GROUPS (ERGS)

- Create and support employee resource groups and give them infrastructure for success.
- Outputs include Ready-to-use procedural playbooks, annual business planning templates, and more.
- Key tenets:
 - Programming that strategically supports attraction, development, engagement, and retention of employees.
 - Visible, active support from executives and inclusion of ALL employees, not just those from specific demographic groups.
 - Clear goals and success metrics.



RESEARCH AND ANALYTICS

- Determine optional self-identification categories and implement across all people systems.
- Work with analytics team, or employee volunteers, to create representation reports by custom segments and benchmark against available pools of talent.
- Analyze existing representation and conduct stakeholder listening tours to identify strengths and gaps in diversity, inclusion, and belonging.
- Examine demographic parity in employee engagement, development/advancement, and retention.
- Set goals and implement practices to reach them (refer to the following slides).



RECRUITING

- Support Recruiting teams in developing and implementing diversity strategy for all types of hiring.
- Partner with Recruiting on innovative sourcing of underrepresented groups and identification of recruiting partnerships (e.g. unique LinkedIn searches and diverse partnership organizations).
- Mitigate unconscious bias in recruiting (e.g. revise job descriptions with lens of inclusion, standardize candidate evaluation, and implement diverse candidate slates and interview panels).



TALENT DEVELOPMENT AND ADVANCEMENT



- Co-create diversity, inclusion, and belonging learning journey with L&D team (e.g. self-assessment, learning focused on becoming an inclusion champion, and on-demand resources).
- Support leaders in more inclusive talent development and advancement (e.g. removing unconscious bias from performance management, ensuring equitable distribution of development opportunities, and mitigating bias in promotions).
- Equip senior leaders with a roadmap for driving divisional diversity and inclusion initiatives.

STORYTELLING



- Internal:
 - Develop a consistent, exciting story of inclusion programs across all internal communications channels, including a comprehensive Intranet site, orientation/onboarding, and companywide emails.
 - Share representation data (depending on internal transparency approach) and progress on goals during company meetings.
- External:
 - Incorporate inclusion story into employer brand across all external communication channels, including company web site, careers page, and candidate marketing materials.
 - Empower employees to serve as employment brand ambassadors on social media, with a focus on sharing inclusion in the context of life at the company.

PEOPLE PRACTICE ASSESSMENT

- According to leading research, the best results in advancing a culture of diversity, inclusion, and belonging require a cross-HR commitment to continuously develop people practices, processes, and communications that mitigate unconscious bias and advance inclusion.
- In partnership with inclusion team, conduct a bias audit of and implement changes to people practices, processes, and communications across all HR centers of expertise, including Talent Acquisition, Talent Development, Learning, HRBPs, Total Rewards, Employee Relations, Reporting and Analytics, Operations, and more.
- Longer-term, instill a mindset of inclusion in all HR functions as they create or revise programs, practices, and communications.



DELIVERY OF INCLUSION LEARNING

- Facilitation solutions for your internally-developed inclusion training.
- Access to one or more trainers that can deliver your programs virtually in real time.



A woman with dark hair and bangs, wearing a white lab coat, is smiling and looking upwards. She is holding a ball-and-stick molecular model of a complex organic molecule. The background is a blurred laboratory setting with shelves and equipment. A vertical white line is positioned to the left of the text.

ADDITIONAL SERVICES

- Management Coaching
- Small Group Facilitation
- Document/Policy Review

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