

# RESET FRAMEWORK:

## A LEADER'S GUIDE TO NAVIGATING DEI POLICY CHANGES

### Step 1

#### Take a Proactive Approach

- [Stay informed](#) about the latest policies to ensure DEI initiatives align with legal requirements
- Engage a cross-functional task force (HR, legal, ERG sponsors/leaders, etc.) to help identify compliance concerns
- Be open to feedback

CLARITY  
CONSISTENCY  
COMPLIANCE

### Step 2

#### Conduct a Comprehensive Audit

- Use data-driven insights to assess current DEI programs, focusing on [fairness and transparency](#).
- Apply a [merit-based](#) lens when evaluating initiatives (including hiring processes and performance management practices)
- Maintain detailed documentation of program offerings and outcomes

### Step 3

#### Adjust Your Strategy

- Adopt [leveling practices](#) focused on equitable treatment for all
- Partner with functional leaders to embed merit-based practices into operations & decision-making across the business
- Implement a [change-management](#) plan to keep stakeholders engaged and informed

### Step 4

#### Offer Training & Education

- Share techniques for implementing inclusive workplace/workforce practices via workshops, webinars, etc.
- Document policies, expectations and best practices (e.g., operating manual, toolkits)
- Create a mechanism for collecting and responding to employee feedback

### Step 5

#### Embrace Support and Wellbeing

- Ask for support (and grace) to build resilience
- Offer resources to promote wellbeing and psychological safety in the workplace
- Leverage industry groups and consult with thought leaders for guidance

### Connect

#### Ready to Reset?

To learn more about implementing the RESET FRAMEWORK contact:  
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