



HUMANity in Diversity

# Diversity, Equity & Inclusion in the Workplace

## A CUSTOMIZED AND HOLISTIC APPROACH

Multiple market research surveys demonstrate that companies with healthy diversity, equity and inclusion environments perform better than others.

- ✚ ACCORDING TO A FORBES STUDY, 85 PERCENT OF LARGE GLOBAL ENTERPRISES AGREED OR STRONGLY AGREED THAT DIVERSITY IS CRUCIAL TO FOSTERING INNOVATION IN THE WORKPLACE.
- ✚ ETHNICALLY DIVERSE COMPANIES ARE 35% MORE LIKELY TO OUT-PERFORM FINANCIALLY
- ✚ GENDER DIVERSE COMPANIES ARE 15% MORE LIKELY TO HAVE FINANCIAL RETURNS ABOVE THEIR INDUSTRY MEANS

**Our mission is to create spaces where the principles of diversity, equity, and inclusion are strategically and intentionally embedded in an organization’s business model, operations, culture, and values.**

Our holistic framework enables organizations to analyze the whole business eco-system and all employee related functions to achieve strategically designed and achievable diversity, equity & inclusion goals.



We work to bring a unified sense of belonging, appreciation, and empowerment by rejecting the “one size fits all” approach to addressing diversity, equity, and inclusion (DEI) in the workplace.

Our strategy is built upon recognizing our clients are on individual DEI journeys, with unique challenges. We utilize data to create customized



assessments



implementation strategies and initiatives



trainings and workshops for all levels of an organization.

### Key Diversity Identifiers

Race

Ethnicity

Sexual Orientation

Veteran Status

Disability Status

Gender Identity

Privilege

National Origin

Socioeconomic Status

Tribe



HUMANity in Diversity

## ACCELERATE YOUR DEI JOURNEY WITH A TESTED METHODOLOGY DRIVEN BY ADVANCED ANALYTICS, WORKFLOW TOOLS & TRAININGS

- ✓ Benchmarks/Targets
- ✓ Statistical Analyses
- ✓ Data insights to identify gaps
- ✓ Root cause analysis
- ✓ Workflow process maps
- ✓ Optimal implementation plans with milestones & timelines
- ✓ Inclusive leadership training for successful implementation
- ✓ DEI dashboards with alerts and triggers for action planning
- ✓ Customized DEI metrics for your organization and industry
- ✓ Reports for broader employee views & transparency

The journey to diversity, equity, and inclusion requires **continuous** and **intentional** effort. To help our clients sustain change, we offer a variety of tools for tracking, accountability, and communication.

### Tracking

- Progress Dashboards
- Leading and Lagging DEI Metrics aligned with defined goals

### Accountability

- Strategy and Goal Setting Sessions
- Surveys
- Individual Quizzes with personalized action items

### Communication

- Leadership Training and Development
- Workshops and Retreats
- Mindset and Goal Coaching
- Focus Groups

Email us at  
[Info@HUMANityinDiversity.com](mailto:Info@HUMANityinDiversity.com)

## Examples of Organizational Diversity, Equity & Inclusion (DEI) Goal Setting Questions

- ✧ How can we enhance our recruiting, hiring, and promotion process to reflect fairness and equity, free of unconscious bias?
- ✧ Does our current leadership reflect our overall workforce?
- ✧ How can we ensure our current HR policies and benefits promote equity?
- ✧ What steps can we take to create a supportive culture where all employees feel comfortable bringing their true selves to work?

## Our Training Courses

- ❖ Uncovering Unconscious Bias
- ❖ The Power of Allyship
- ❖ Receiving and Providing Feedback
- ❖ Anti-Racism in the Workplace
- ❖ Creating Inclusive Spaces
- ❖ How can I be Me? Individuality and Inclusivity at Work
- ❖ Sustaining Change
- ❖ Building Employee Affinity Groups
- ❖ Empowering Each Other
- ❖ Women in Leadership