



## Producing Individual and Organizational Success

### Diversity, Equity, Inclusion Strategic Implementation

The objective is to create an integrative, iterative and immersive change process that will result in shared understanding along with sustainable behaviors and practices that embody diversity, equity and inclusion. Too often well-intentioned training efforts designed to address these sensitive topics have not fully succeeded because significant action was not organized and coordinated at multiple levels. This strategic approach is focused on developing a clear roadmap for incremental, and realistic, culture change that involves everyone.



#### Solution-Based Services:

- Design and facilitate a multi-phased approach involving senior leadership, employee committee and HR and/or Equity Officer.
- Coordinate the approach to frame the problem, describe the opportunities and motivate all listeners to begin the process by first being open to learning more.
- Develop and facilitate a customized approach/process that will be most effective for the current organizational culture and will result in broad-based buy-in to the initiative.
- Develop and facilitate an appropriate process for creating informal, comfortable and regular opportunities for people to authentically connect, find common ground and share experiences.

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