# FOCUS OF TODAYS WEBINAR

**01** HOW TO DETERMINE WHAT DEI DATA TO CAPTURE AND COMMUNICATE IN SUPPORT OF YOUR PROGRAMS OR POLICIES.

**02** TIPS AND TOOLS FOR COLLECTING DATA BASED ON ALIGNMENT WITH BUSINESS NEEDS.

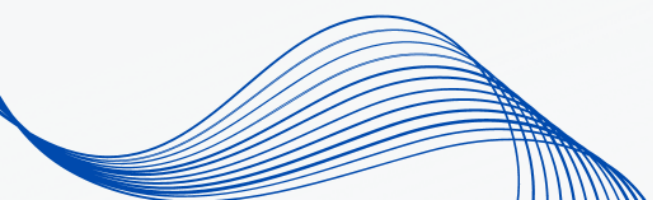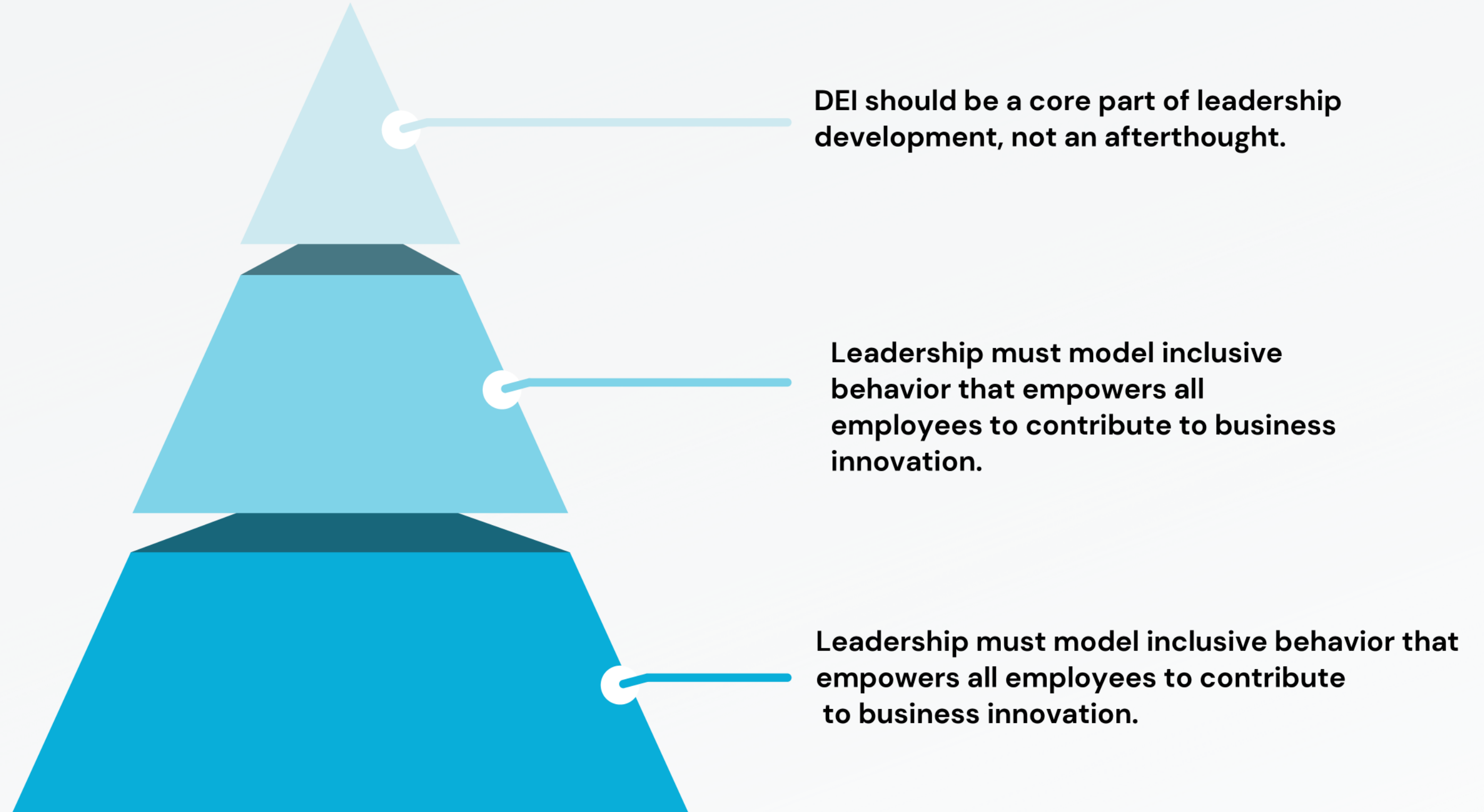**03** METRICS TO TRACK THAT ALIGN WITH YOUR DEI GOALS AND BUSINESS.

**04** STORYTELLING STRATEGIES TO HUMANIZE DEI DATA AND CREATE CHANGE.

# HOW TO DETERMINE DEI DATA TO CAPTURE

- Move beyond basic demographic data to experiential insights.
- Incorporate intersectional data to understand the experiences of employees who belong to multiple underrepresented groups, ensuring a more nuanced approach to DEI analysis.
- Align data collection with demands for transparency, psychological safety, and shared values and if there is capacity to address what comes out of the captured data.
- Focus on the metrics that matter to your organization's long-term health.
- Experiential data provides the emotional and psychological context that reveals how employees feel about inclusion, safety, and growth opportunities.
- Employee Engagement and Well-Being Data.
- Cultural and Organizational Data.

# THE ROLE OF LEADERSHIP IN DRIVING DEI

DEI should be a core part of leadership development, not an afterthought.

Leadership must model inclusive behavior that empowers all employees to contribute to business innovation.

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# TIPS AND TOOLS FOR DEI DATA COLLECTION

**1** Leverage data collection tools like customizable, AI-driven surveys, anonymous feedback apps that are truly anonymous ensuring psychological safety and anonymity for honest, open feedback.

**2** Incorporate storytelling into data collection to humanize responses, creating space for employees to share their personal journeys and perspectives in a restorative, supportive environment.

**3** Frame questions thoughtfully to capture the full spectrum of employee experiences, focusing on empowerment, inclusivity, and emotional safety. Questions should invite constructive feedback on where the organization can grow and repair.

**4** Focus groups and storytelling sessions Use qualitative methods like small group discussions, peer feedback platforms.

# METRICS TO TRACK BASED ON DEI GOALS


Metrics

- Align Metrics with core values, Integrate DEI into Business Objectives.
- Create Customized DEI Metrics Tailored to Your Business Model such as Customer-Centric DEI Metrics.
- Inclusion & Belonging Metrics.
- Psychological safety: Track real-time feedback on whether employees feel safe to voice ideas and concerns, a core element of inclusive environments and innovation.

- Employee Engagement and Well-Being engagement Scores by Demographic.
- Measure engagement levels across employee groups to ensure all employees feel connected to their work and the organization.
- Metric Example: Employee engagement scores for women, people of color, or other underrepresented groups.
- Burnout Metrics by Demographic.


impact

# STORYTELLING STRATEGIES FOR COMMUNICATING DEI DATA

- Use immersive dashboards that combine quantitative metrics with employee stories, creating a fuller narrative that resonates emotionally and intellectually.
- Create real-time DEI dashboards with narrative elements that highlight individual growth and that all employees have consistent access to.

- Highlight stories to build trust and transparency through community-facilitated discussions moderated by trusted employees with high social capital.

# HOW TO START

**01**

**02**

**03**

**04**

Establish the why and set bold, time bound goals.

Conduct a culture audit to understand current blind-spots.

If there is capacity/resources, revitalize your definition of your copy paste, recruitment and talent management strategy.

Create a dedicated coalition tasked to design an equitable workplace backwards; with the goal of creating a culture of belonging for all.

Nurture your existing talent such as Employee Resource Groups, leads, managers capabilities to be practitioners in DEI, Accessibility, and culture keepers.

# HOW TO START

**05**

After the why is extablished, set DEI Metrics: Define KPIs for diversity and inclusion, and regularly track progress.

**06**

Implement mandatory training for all employees, with a focus on leadership and culture/climate design. Develop resources for shared company guidelines informed by values.
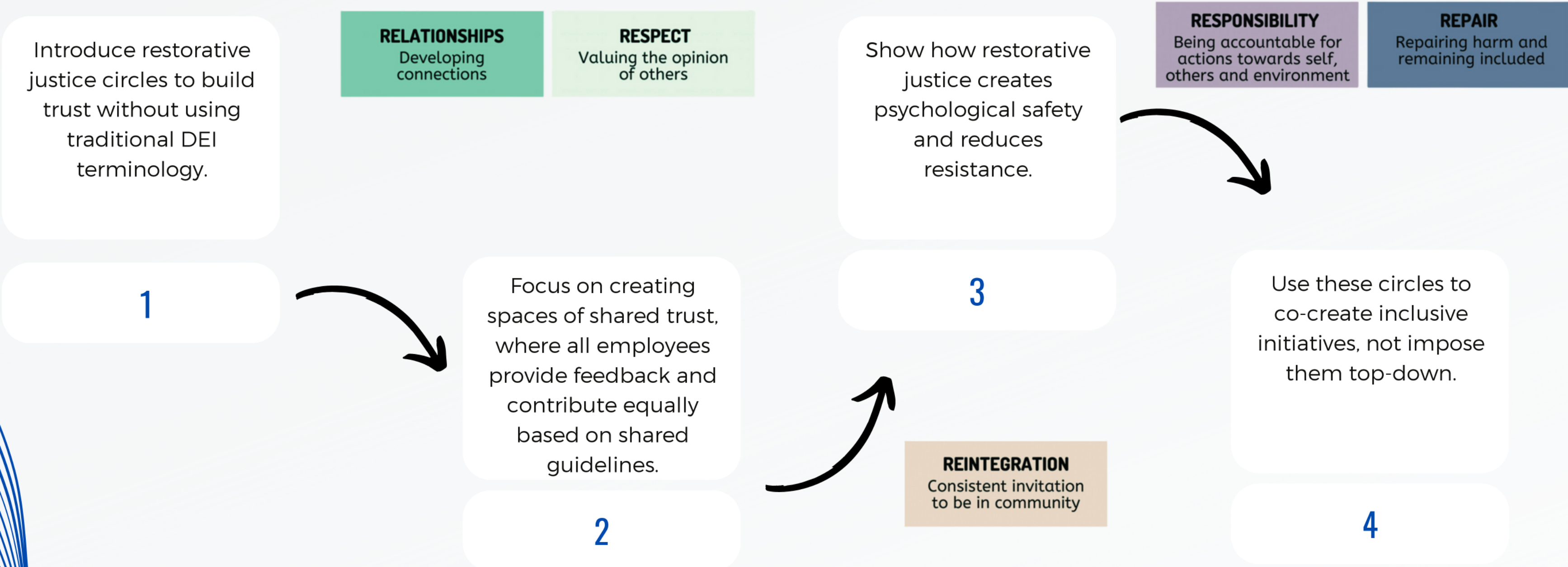
**07**

Create Feedback Loops: Use surveys and focus groups to gather ongoing feedback and adjust DEI efforts; consistently.

**08**

Support Leaders to feel accountable to DEI success: Tie DEI progress to leadership performance reviews and compensation.

# ADDRESSING RESISTANCE TO DEI EFFORTS THROUGH RESTORATIVE JUSTICE CIRCLES

Restorative justice circles: Introduce these as a method to foster psychological safety, reduce resistance, and co-create DEI initiatives, giving all employees a voice in the process.

Introduce restorative justice circles to build trust without using traditional DEI terminology.

**1**

**RELATIONSHIPS**
Developing connections

**RESPECT**
Valuing the opinion of others

Focus on creating spaces of shared trust, where all employees provide feedback and contribute equally based on shared guidelines.

**2**

Show how restorative justice creates psychological safety and reduces resistance.

**3**

**REINTEGRATION**
Consistent invitation to be in community

**RESPONSIBILITY**
Being accountable for actions towards self, others and environment

**REPAIR**
Repairing harm and remaining included

Use these circles to co-create inclusive initiatives, not impose them top-down.

**4**

# ALIGN

- *DEI is about more than diversity—it's about employees who have a chance to engage with their colleagues in a dignified manner, experience belonging for their contributions, and have shared values.*
- *Start by capturing the data that aligns with your org needs, and supporting/holding leadership accountable for DEI progress.*
- *Use restorative justice practices/principals to build guidelines; build trust and co-create inclusive environments.*

- *Design systems, practices, and policies that inclusively reflect the values and perspectives of all members. It's possible.*
- *Organizations that don't model or align with their values will fall behind in attracting top talent and fostering innovation.*