DIVERSITY NORTH GROUP | Consulting

QUICK WIN

Assess your organization on its talent management, strategic and social leadership approaches to diversity, equity and inclusion.

Is your company, like most companies, talking a good game re: diversity, but behind the scenes, efforts are limited or even hit and miss? Find out now.

Most large US companies have now adopted the idea that diversity is good business. It's hard (and risky) to ignore the shift in US demographics that is reshaping the spectrum of future employees and customers. Additionally, social, political and regulatory attention on a variety of newsworthy diversity topics is keeping the dialogue going and the pressure on businesses to report and respond.

But has your recognition of diversity as a value been translated into a strategy that can build company performance?

Our research at The Impact Seat shows that even for those U.S. companies who have prioritized diversity and inclusion, the effort is largely piecemeal with perhaps some consultants engaged and a program or two installed. Perhaps an aspect of diversity caught an executives' attention, or a group of employees initiated meetings, or human resources or talent management found some assets in their network. That's how most decisions about what to do and when are decided, at the most engaged firms.

Studying over 200 U.S. corporations across their portfolio of diversity, equity and inclusion practices, we have built our Managing for Diversity and Inclusion Framework.

Encompassing 3 prime areas and 19 practice domains (See Figure 1 on the next page) , you can assess your organization against the best practices of companies nationwide.

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MANAGING FOR DIVERSITY AND INCLUSION FRAMEWORK

Talent Management
- ❑ Hiring gap
- ❑ Hiring
- ❑ Retention
- ❑ Promotion
- ❑ ERGs (BRGs)
- ❑ Training
- ❑ HR policy

Strategic
- ❑ Research
- ❑ Transparency
- ❑ Measurement
- ❑ Convening
- ❑ Structure
- ❑ Communication

Social Leadership
- ❑ Philanthropy
- ❑ Volunteerism
- ❑ Social action
- ❑ Partnerships
- ❑ Work product
- ❑ Suppliers

Figure 1: Diversity North Group Diversity and Inclusion Framework

TALENT MANAGEMENT: Focus on people in the firm. Do hiring, retention, and promotion practices move people up the career ladder without prejudice? Are there internal support and leadership development efforts that recognize fellowship without making it a talent ghetto? Do policies consider and provide for varied life commitments — both at work and outside?

STRATEGIC: Does the organization report on its diversity priorities, including its success in moving the needle in providing a fair and inclusive work environment? Are diversity goals transparent and measurable? Is there a strong communication effort from the top that shows real and authentic commitment?

SOCIAL LEADERSHIP: Beyond the company, is there engagement to support the health and welfare of society? The environment? Are opportunities available to share the wealth through philanthropy and volunteerism? Do you participate? Are standards on human rights and environmental protection actively shared with partners and suppliers?

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