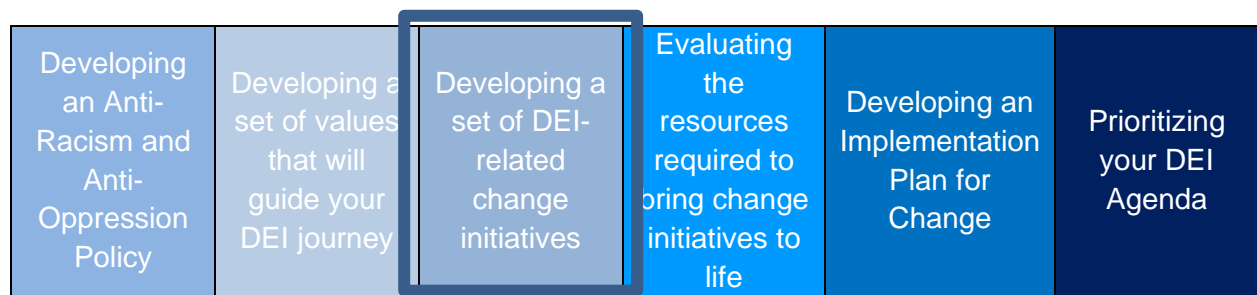


Leadership and Governance Toolkit

Tool 12: Guiding Questions to Ensure your DEI Change Initiatives Drive Higher Levels of Diversity

DEVELOPING A SET OF DEI-RELATED CHANGE INITIATIVES

FIGURE 14: A ROADMAP FOR YOUR DEI JOURNEY – INITIATIVES FOR CHANGE



Changing an organization's DEI context requires thinking about diversity, equity, and inclusion, not as some merged concept but as important individual elements of DEI.

Changing an organization's DEI context to be more diverse, equitable and inclusive is a full-scale, cross-organizational change. This means that the set of initiatives an organization designs and implements must foster change at the individual, leadership, system, structure, and community levels. Below are a set of tools

that showcase guiding principles and questions that will help leaders develop a comprehensive set of change initiatives to drive diversity (Tool 12), Inclusion (Tool 13) and equity (Tool 14).

In evaluating the effectiveness of their DEI-related change initiatives, leaders must ask:
Will the initiatives and systems we are investing in:

1. allow us to see lived experience as core to merit?
2. bring more diverse candidates to the recruiting table?
3. tackle our weaknesses as they pertain to representation?
4. allow us to promote more people from EDGs into senior positions in the organization?