

# Human Capital Watch™

Making Diversity, Equity, and Inclusion (DEI) Part of the Solution

September 2020



## Some of the questions we will be covering today

- Why is it important to engage everyone in DEI?
- How can organizations enhance DEI participation and successfully drive leadership engagement and accountability?
- What can organizations and leaders do to effectively accelerate the advancement women and, specifically, women of color?



## Today's Presenters



**Francine Parham**  
Founder & CEO  
*FrancineParham & Co*



**Laura Sabattini, Ph.D.**  
Principal Researcher, Human Capital  
*The Conference Board*

# Background: Making DEI a critical component of the solution

Strengthen communication about the why and how of DEI

Integrate DEI principles, processes, activities across the organization

Enhance participation in DEI

Source: [COVID-19 Reset & Recovery: Making D&I a Critical Component of the Solution](#), Laura Sabattini, The Conference Board, 2020.



## Background: Making DEI a critical component of the solution

Strengthen  
communication  
about the why and  
how of DEI

- Create clear, relevant, consistent messaging around DEI
- Highlight the value DEI brings to employees, the organization, and beyond
- Articulate shared values
- Outline how everyone can engage

Source: [\*COVID-19 Reset & Recovery: Making D&I a Critical Component of the Solution\*](#), Laura Sabattini, The Conference Board, 2020.



## Background: Making DEI a critical component of the solution

Integrate DEI principles, processes, activities across the organization

- Employee resource groups (ERGs)
- Leadership development and training
- Leader accountability
- Health, well-being, and safety practices
- Work/life effectiveness
- Community building

Source: [\*COVID-19 Reset & Recovery: Making D&I a Critical Component of the Solution\*](#), Laura Sabattini, The Conference Board, 2020.



# Background: Making DEI a critical component of the solution

## Enhance participation in DEI

- Align DEI with individual talent development plans and goals
- Ensure you communicate and share information equitably
- Leverage technology to connect and poll employees
- Provide opportunities to provide and address feedback

Source: [\*COVID-19 Reset & Recovery: Making D&I a Critical Component of the Solution\*](#), Laura Sabattini, The Conference Board, 2020.



## Why the slow progress for women of color?

Many organizations' DEI efforts have **not** been successful in creating long-lasting change, especially for women of color





# Organizational barrier: Information sharing



Communication



Access to  
information

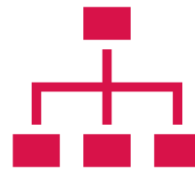


Access to the **right**  
information

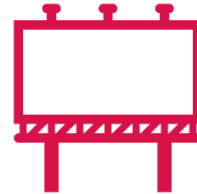
# Organizational barrier: Focused career pathing



Access to opportunities



Organizational positioning



Information on finding opportunities & sponsorship



# The role of leaders

Acknowledging and understanding of the unique challenges that women of color face in the workplace

Ensuring more strategic engagement of **ALL** leaders



## “Simply tell me where I stand”



Understand the unique barriers, unwritten rules and unspoken skills



Engage at pivotal career moments



Have those difficult conversations



## Wrapping up: The role of the DEI leader and function

<b>Integrate</b>	Integrate DEI across the business
<b>Engage</b>	Engage DEI early on and in both strategy and execution
<b>Impact</b>	Ensure DEI is truly positioned to have an impact



# Q&A



# Our next Human Capital Watch™ webcast: AI in Leadership and Coaching

October 21, 2020

Click [here](#) to register for this webcast or [here](#) to sign up for the entire Human Capital Watch series

Speaker



**Nabeel Ahmad,**  
**Ed.D**  
Senior Researcher,  
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***The Conference  
Board***

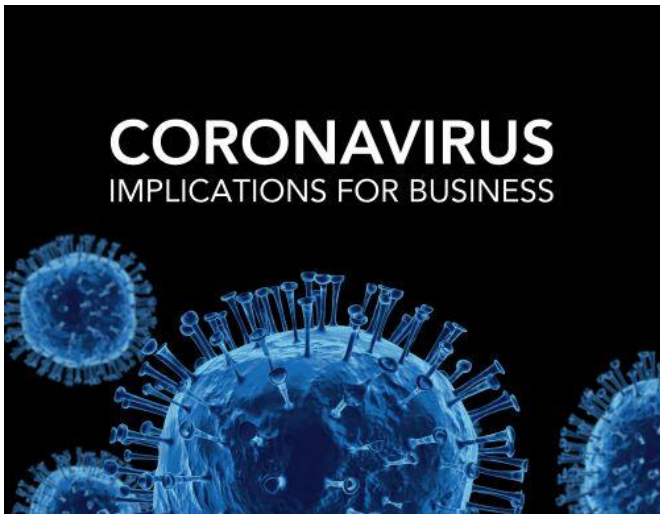
Moderator



**Amy Lui Abel,**  
**Ph.D**  
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***The Conference  
Board***







## HR Leaders - We Need Your Input!

We are requesting your input to our 10-minute survey on recruitment, retention, and human capital practices in the US.

## Impact of COVID-19 on Recruitment, Retention, and Human Capital Practices in the US

*Business and government leaders need a clearer understanding of how the COVID-19 pandemic will impact the workforce in the US.*

**[Click HERE](#) to complete the survey**

*As an HR leader, your unique insights are vital in keeping both the business community and government leaders apprised of a rapidly changing business environment.*





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## Diversity & Inclusion Virtual Event

November 12, 13 & 16, 2020



**Members are Complimentary!**  
**Non-Members Save \$100. For more information and to register,**  
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