

Special Webcast

DEI Next Practices: How Leaders Can Lean into the Future of DEI

September 17, 2021



Some of the critical questions and issues we will be answering today

- Workforce meta trends...Ignore at your peril
- Critical 'next practice' leadership shifts for inclusion
- How to build on the diversity you already have



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Making the most of the webcast

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(via the Q&A box)



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Resources



Today's Speakers



Maureen Berkner-Boyt
Founder and CEO
The Moxie Exchange



Francine Parham
(Moderator)
Senior Fellow,
Human Capital
The Conference Board

65%



41%

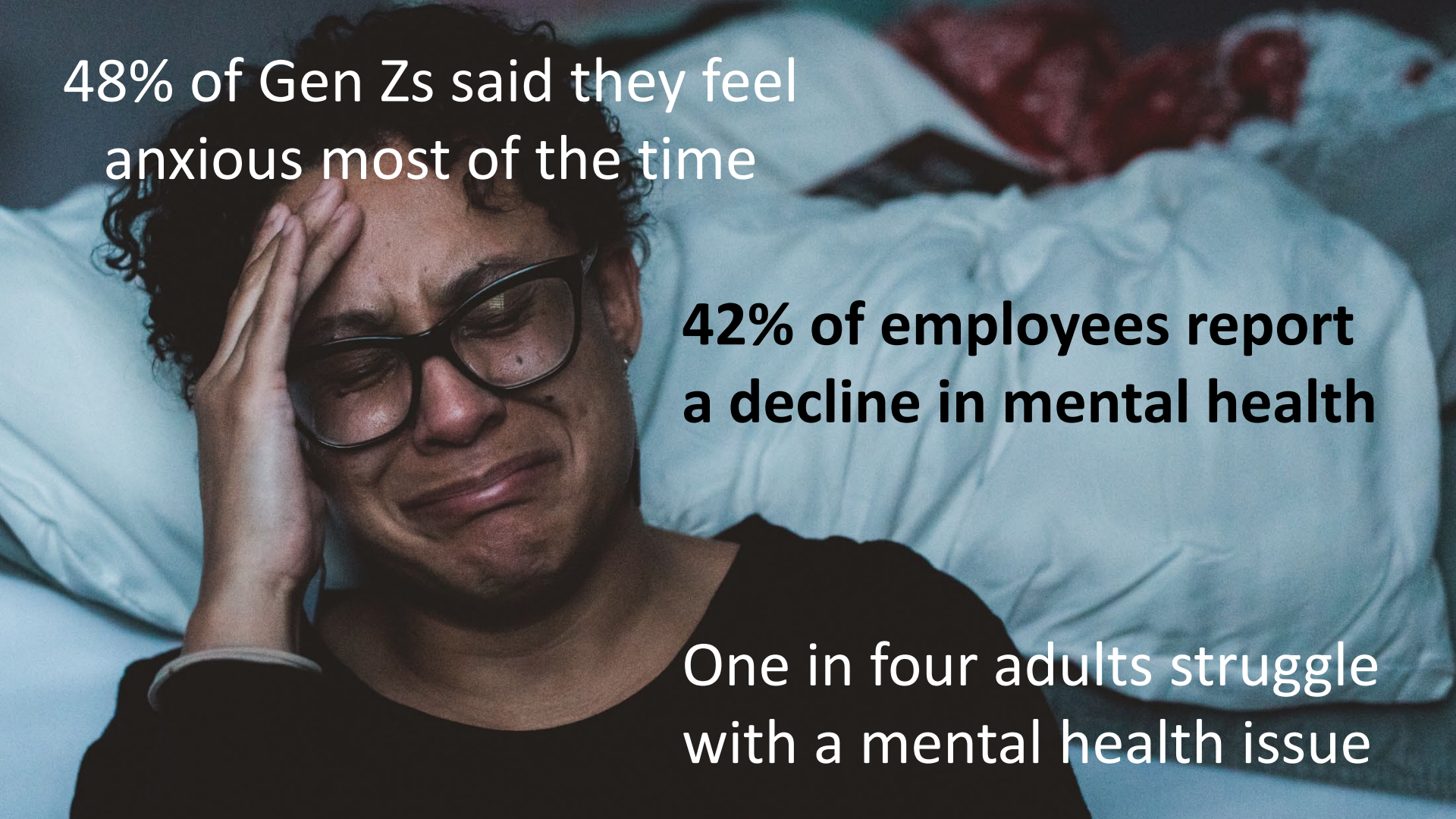
4 in 10

fear getting COVID

87%

of employees are “Not Engaged”





48% of Gen Zs said they feel
anxious most of the time

**42% of employees report
a decline in mental health**

One in four adults struggle
with a mental health issue

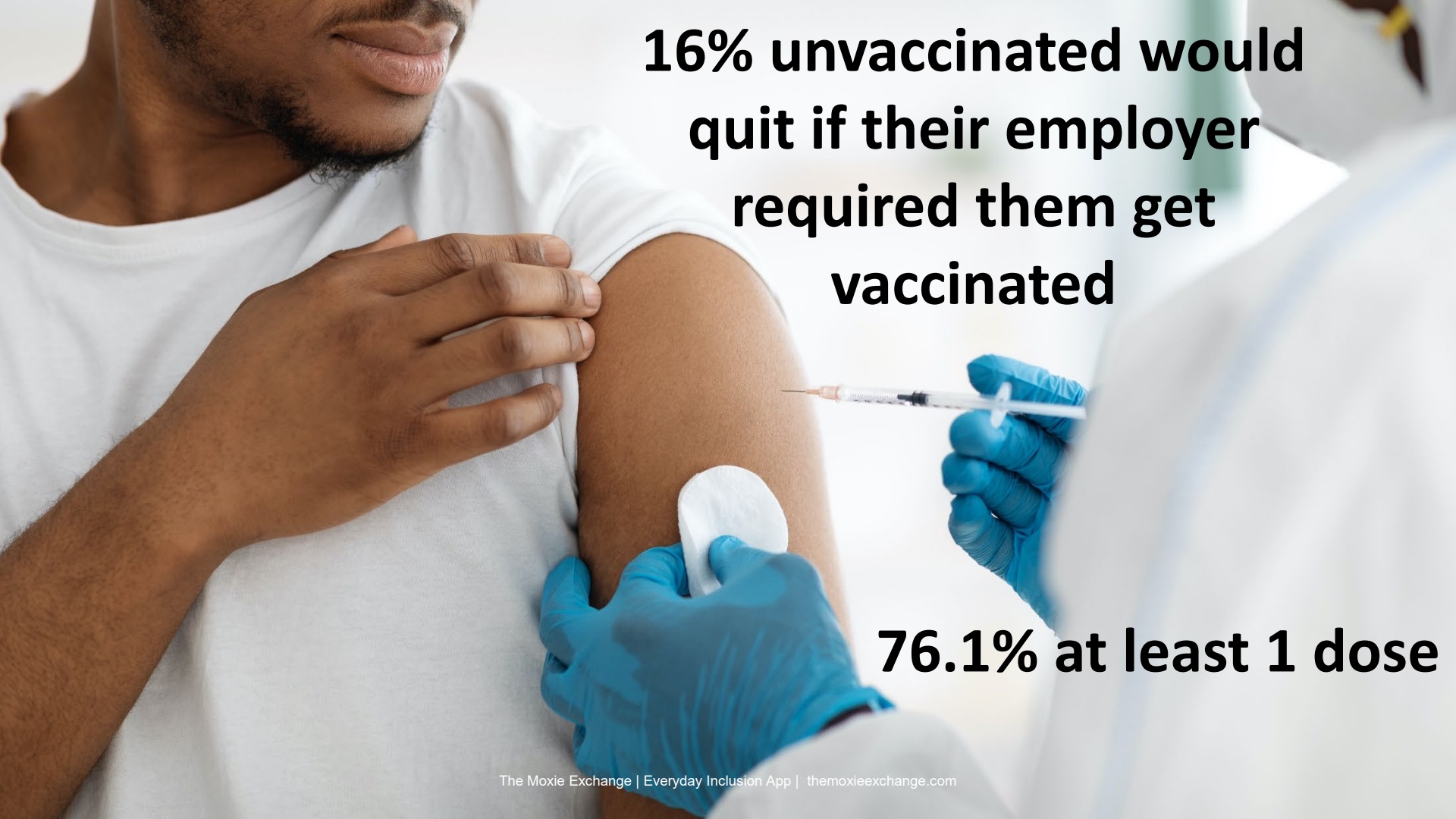
Leave or Downshift 1 in 3 working mothers



66% want more flexibility



strongest among women, parents of school age children, adults under 35 and those with higher levels of education and income.



**16% unvaccinated would
quit if their employer
required them get
vaccinated**

76.1% at least 1 dose

BOOM!

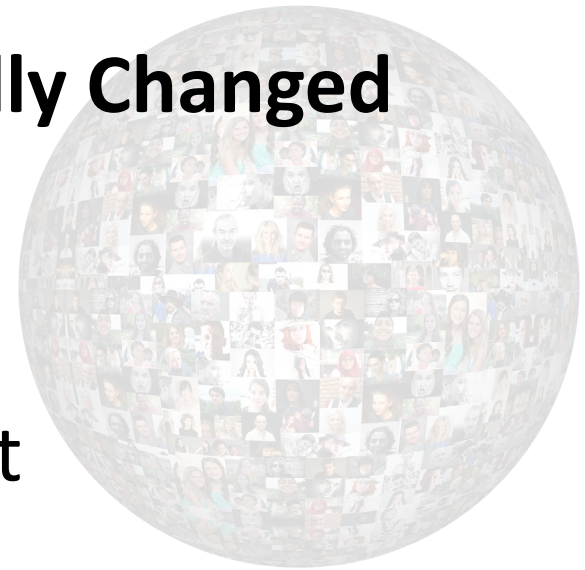
DID YOU FEEL THAT SHIFT?



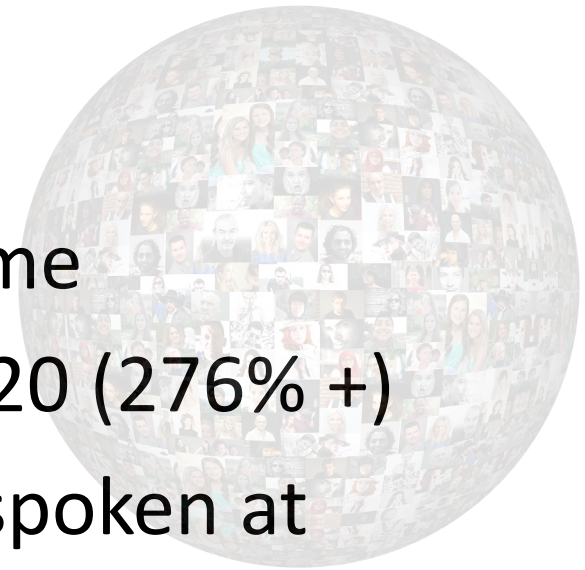
EVERYDAY
INCLUSION

The Workforce has Fundamentally Changed

- Aging globally
- Hispanic/Latinx 18% + growing fast
- 20% disabilities
- 68% High School education or less
- 1 in 6 Gen Z identify as LGBTQ+
- 76% nonbinary adults are between 18-29 yrs old



- 13% immigrants
- White population shrank for 1st time
- Multiracial: 9M in 2010; 33.8M 2020 (276% +)
- 22% Language other than English spoken at home
- Metropolitan areas grew by 9%
- >50% of U.S. counties shrank - rural to urban shift



“I think another driver is the shortage of talent. That’s shifting the power to employees. We have 61% workforce participation, which is a record low in the last 25 years. A lot of people just don’t see the value or the purpose of working, or they don’t think they’re making enough money to make it worth it... And so if you want talent to be available, you’re going to have to treat people differently.” - Charles Phillips

Great talent ALWAYS has a choice

Pulse Survey

How much of a challenge
have these issues presented for you?



1



2



3



4



5



**Seize the
Moment**



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INCLUSION**



Historic Leadership Opportunity



**WORLD'S
BEST
BOSS**



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THE MOXIE EXCHANGE

6 DEI Leadership Next Practices

Going to cover a lot – don't hesitate to reach out!

Maureen “Mo” Berkner Boyt (she/her)
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themoxieexchange.com



Listen Deeply



Be Agile



Stay Curious



Be Courageous



Get Flexible



**Consciously
Include**



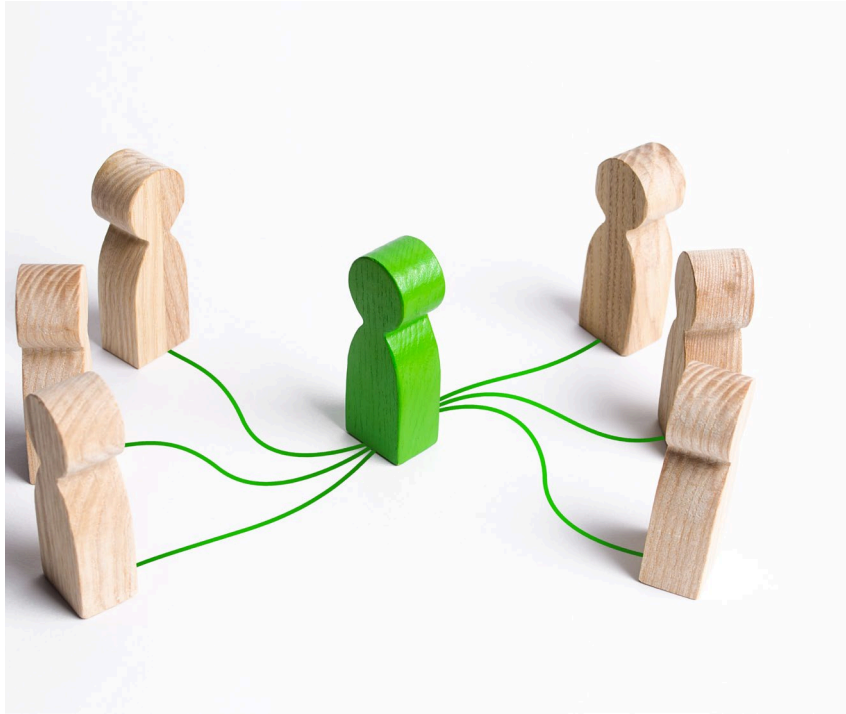
Listen
Deeply



ERG / BRG – The Heartbeat of Your Org



Consistent BRG Leadership Engagement



Strategic

Beyond 'splash' events

Example:

Executive Listening
Sessions

MEASURE INCLUSION



Inclusion is an
emotion

Measure it that way

Ask demographic
questions for targeted
data – think
intersectionality

Meta Data

Leader / Individual Contributor

- 50/50 Daily Use Streaks
- 60/40 Search
- 61/39 Badge Share
- 50/50 Daily Nudges

Everyone is Leaning In



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Top Search Terms

1. Gender Neutral Pronouns/Pronouns
2. Unconscious Bias
3. Hispanic Latino Latinx
4. Ally Allyship
5. Disability
6. Muslim
7. LGBTQ+/Queer
8. Catholic
9. Equity
10. Pride

Meta Data



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Top Screen Views

1. Words Matter / Language
2. Calendar
3. Generations at Work
4. Gender & Gender-Neutral Pronouns
5. Language & Dictionary Guide
6. Unconscious Bias
7. World Religions
8. Inspirational Quote (Mental Health, Race, Gender)
9. Biographies - Disability
10. Inclusive Meetings
10. Having Tough Conversations
10. Creating Psychological Safety

Meta Data



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Listen
Deeply

**Easier than ever to
access the people in
your organization
through technology**



1. How well do you think you *personally* listen deeply?



1



2



3



4



5

2. Do you have an **organizational listening strategy**?



1



2



3



4



5



Be Agile





Be Agile

6-Week Sprints Best Practice Sharing* Break Down & Leverage

*Join us for our DEI Thought Leader Panel Series:
themoxieexchange.com/2021-dei-panel-series



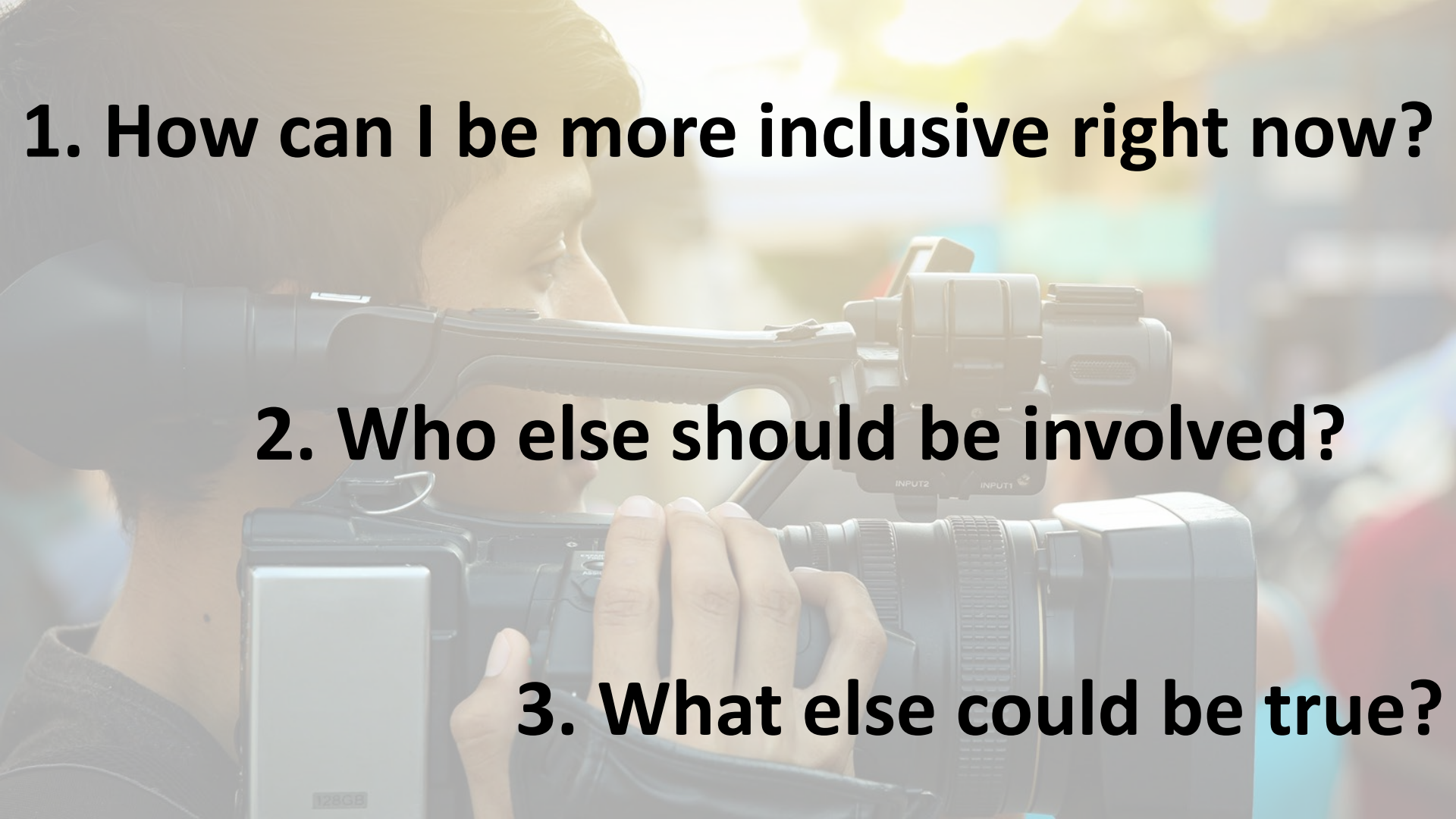
Stay Curious



How is unconscious bias
impacting this - decision,
hire, meeting, promotion...

Questions to Ask ?





1. How can I be more inclusive right now?

2. Who else should be involved?

3. What else could be true?

**INTERVIEW IN
PROGRESS**

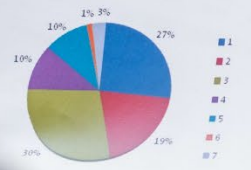


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Trade Pattern - Year overview



Stock Market share



Share value



401	202	18	141	113	830	459	211	367	111
396	1270	81	16	133	36	850	224	296	110
100	1000	52	54	144	191	113	870	187	109
1000	1000	42	64	18	179	136	136	100	100
1000	1000	1000	1000	1000	1000	1000	1000	1000	1000

1. Do you think you *personally* stay curious?



1



2



3



4



5

2. Is **curiosity** a consistent leadership behavior in your org?



1



2



3



4



5



Be Courageous











PRIVILEGE



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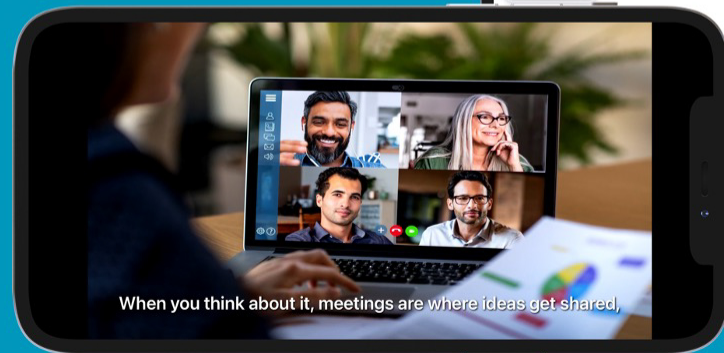
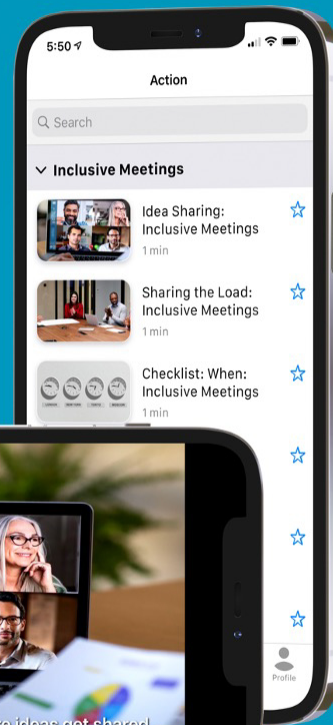
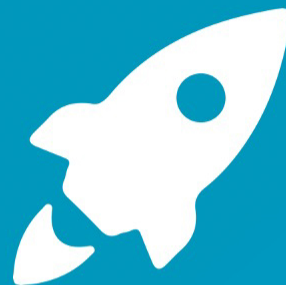
WEEK
4

D&I Team Check In

Go to *Action* section

Review *Inclusive Meetings* > *Regular Check In*

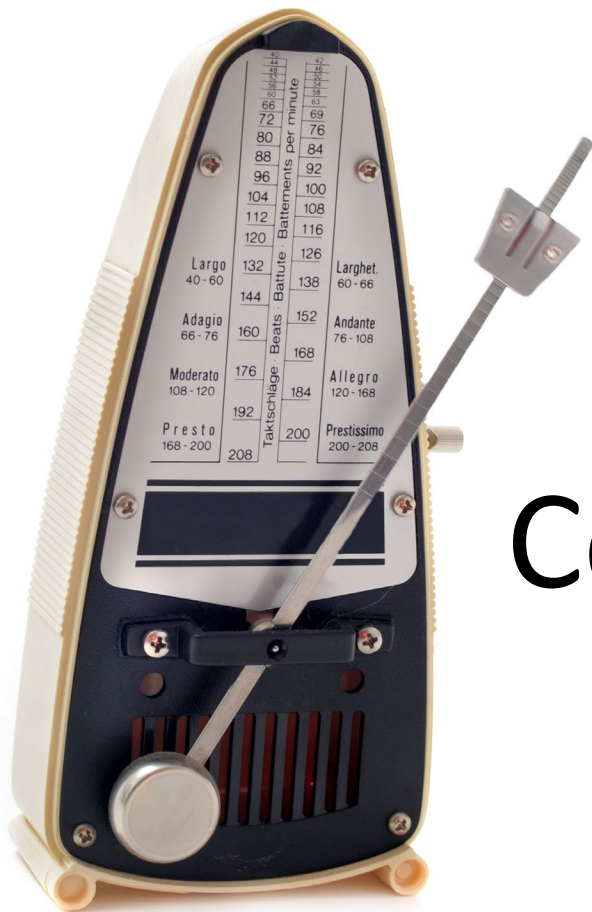
Discuss with your
team



52 WEEK
PLAYBOOK



Be Courageous



Consistency

Pulse Survey

How ***courageous a leader*** are you?



1



2



3



4



5



Get
Flexible





Pulse Survey

How well is your organization adapting to
new ways of working?



1



2



3



4



5



Consciously
Include

INTENTIONAL...

Mentorship

Sponsorship

Stretch Assignments

Exposure





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The Rule of **Two**



*Beware Proximity Bias!

*Remote Workforce!



Consciously
Include

Divine 9

Fort Lewis College

University of Texas, Rio Grande

Disability:IN, Blind Institute of Tech, Paralympics

LGBTQIA+ Student Groups

Wounded Warrior

The Mom Project

Community Colleges

Neurodiversity Network



Amplify Voices & Results



Spend Your Privilege

BRG Leaders in HiPo Programs & Succession Planning

- ✓ Budgeting
- ✓ Managing
- ✓ Directing
- ✓ Leading
- ✓ Organizing

Their work includes responsibilities & experiences needed for **PROMOTION**

✓ **PAY THEM**





Meetings



Keep Learning



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Pulse Survey

How ***Consciously Inclusive*** are your leaders?



1



2



3



4



5

“Everything I learned in business school was either wrong, dated or incomplete... There’s a shift, a realization that whatever we’ve been doing for the last 40 years has caused a lot of the problems that we have now, and we have this urgent need for the reformulation of business.”

Hubert Joly, Former CEO Best Buy





Listen Deeply



Be Agile



Stay Curious



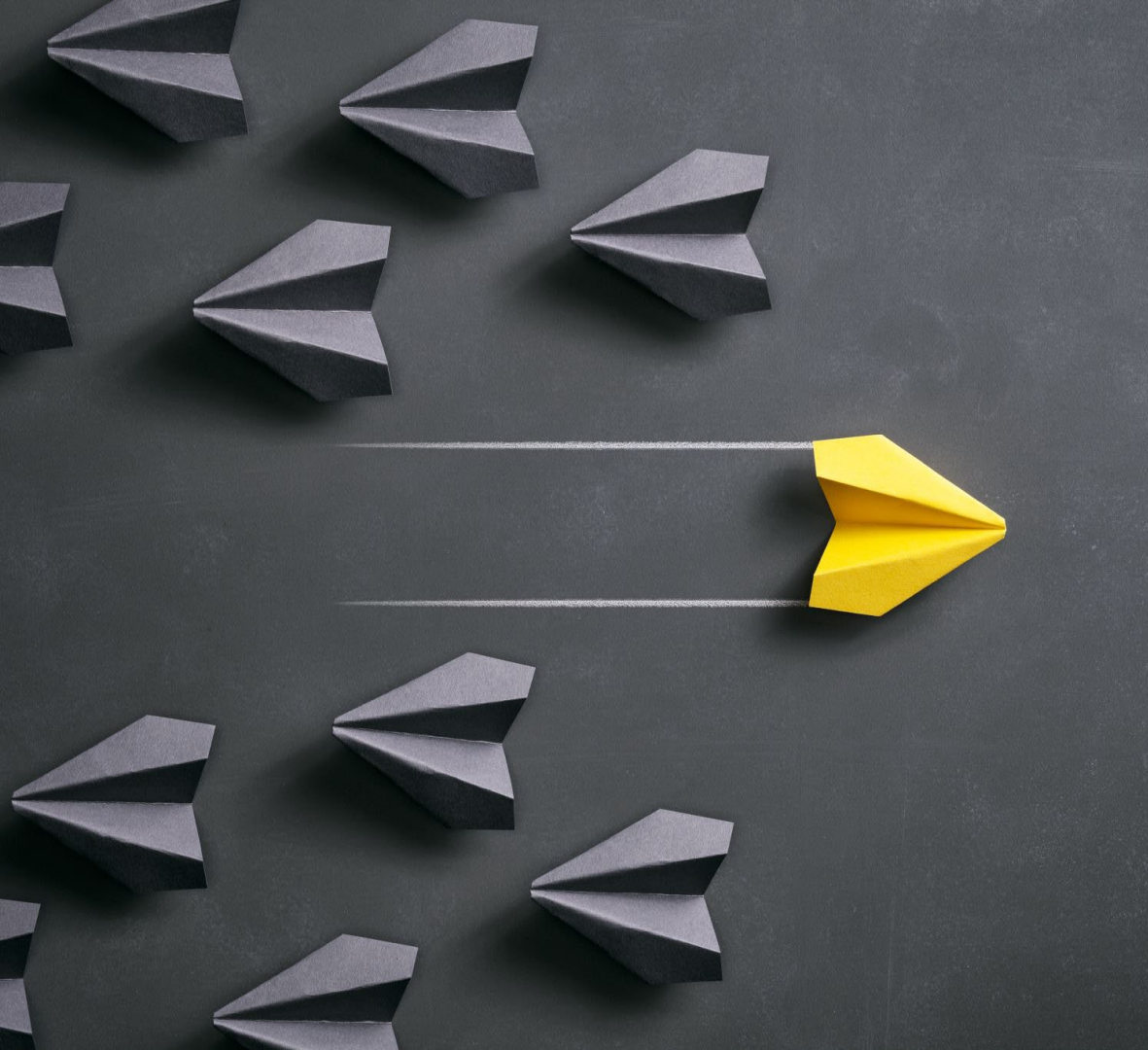
Be Courageous



Get Flexible



Consciously
Include



Seize the Moment

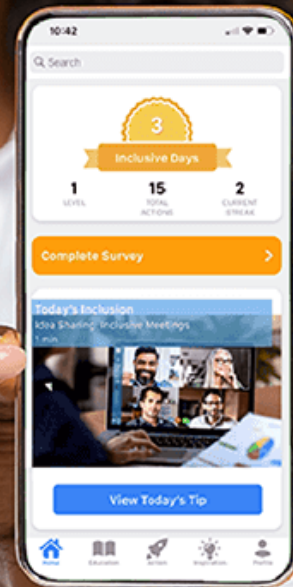


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Questions



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- [Labor Markets Watch: Update and Outlook \(September 22, 2021\)](#)
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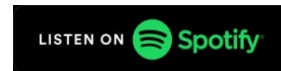


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Hosted by our CEO, **Steve Odland**, this bi-monthly series features in-depth interviews with thought leaders from The Conference Board to provide senior and C-suite executives with data-driven insights to prepare them for what's ahead.

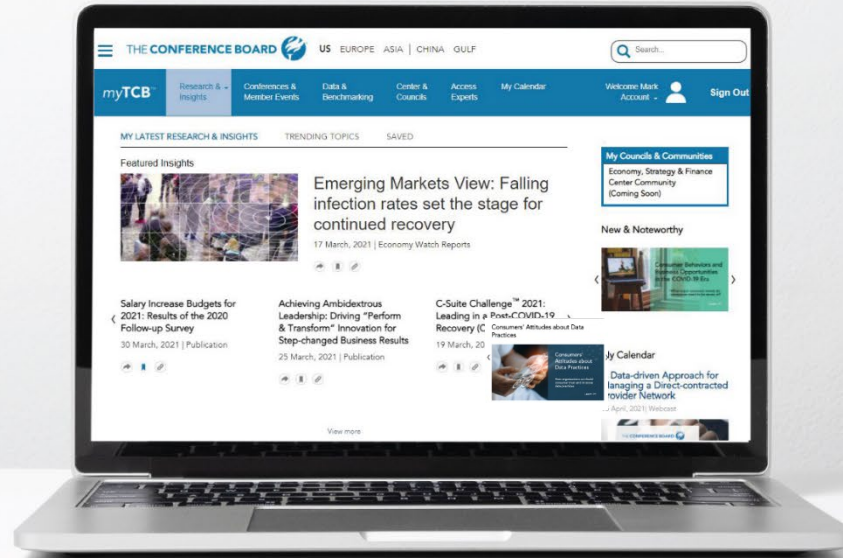
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