

DEIB NewsLetter



WilcoHR
PEOPLE FOCUSED
PURPOSE DRIVEN

January 2024



DEIB NewsLetter



January 2024

Actionable Tips for Incorporating Inclusivity in Your Organization in the New Year

As an HR leader, fostering inclusivity in your organization is crucial for creating a positive and thriving work environment. By embracing diversity and ensuring equal opportunities for all employees, you can unlock the full potential of your workforce. Here are some comprehensive and actionable tips to help you incorporate inclusivity in your organization in the new year.

- **Assess the Current State:** Begin by assessing the current state of inclusivity in your organization. Analyze diversity metrics, such as representation at different levels, pay equity, and employee feedback. This assessment will provide a baseline for measuring progress and identifying areas of improvement.
- **Set Measurable Goals:** Establish measurable goals that align with your organization's values and business objectives. For example, aim to increase representation of highly qualified, underrepresented groups in leadership positions by a certain percentage within a specific timeframe. Having clear and quantifiable targets will help track progress and hold the organization accountable.
- **Implement Learning Culture & Training:** Develop and implement diversity training programs for all employees. These programs should focus on increasing awareness, empathy, and understanding of different perspectives, cultures, and identities. Incorporate interactive activities, case studies, and group discussions to promote active engagement and learning.
- **Establish Mentorship Programs:** Create mentorship programs that pair employees from diverse backgrounds with experienced professionals within the organization. This provides opportunities for networking, learning, and career development. Encourage mentors to share their experiences, offer guidance, and advocate for the advancement of their mentees.
- **Form Employee Resource Groups (ERGs):** Encourage the formation of Employee Resource Groups (ERGs) based on various dimensions of diversity, such as ethnicity, gender, and LGBTQ+ identity. ERGs provide a supportive community for employees, foster collaboration, and create platforms for sharing experiences and ideas. Offer resources and support for ERGs to organize events, workshops, and initiatives.

DEIB NewsLetter



January 2024

- **Promote Inclusive Communication:** Establish inclusive communication practices that encourage open dialogue and respect for diverse perspectives. Train managers and employees on effective communication strategies, including active listening, providing constructive feedback, and avoiding biases and stereotypes. Encourage transparency and create platforms for anonymous feedback to ensure all voices are heard.
- **Incorporate Inclusive Hiring Practices:** Review and revise your hiring processes to eliminate bias and promote diversity. Implement blind resume screening, structured interviews, and diverse interview panels to ensure a fair and inclusive selection process. Partner with diverse organizations and networks to expand your talent pool.
- **Foster Inclusive Leadership:** Develop leadership training programs that emphasize inclusive leadership principles. Ensure leaders at all levels actively champion diversity and inclusion through their actions, policies, and decision-making processes. Hold leaders accountable for fostering an inclusive work environment.

Challenges and Strategies:

- Overcoming Resistance to Change:** Some employees may resist changes aimed at promoting inclusivity. Address resistance through education, communication, and addressing concerns. Highlight the benefits of inclusivity and emphasize that it is a collective effort towards the organization's success.
- Sustaining Momentum:** Inclusivity efforts require ongoing commitment. Establish regular check-ins, measure progress against goals, and celebrate successes. Encourage employee engagement through recognition, rewards, and involvement in decision-making processes.
- Nurturing an Inclusive Culture:** Creating an inclusive culture takes time and effort. It requires continuous reinforcement, role modeling, and embedding inclusive practices into everyday work routines. Provide ongoing training, resources, and support to ensure inclusivity becomes embedded in the organizational DNA.

If you have questions, suggestions or topics you'd like covered around DEIB, please reach out to Janifer Wheeler, DEI Chair
Janifer@janiferwheeler.com

DEIB NewsLetter



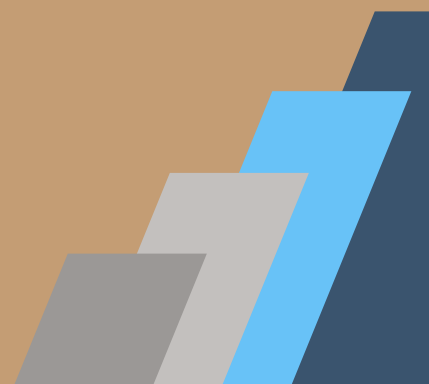
WilcoHR
PEOPLE FOCUSED
PURPOSE DRIVEN

January 2024

Incorporating inclusivity in your organization requires a holistic approach that encompasses policies, programs, communication, and leadership. By implementing these comprehensive tips, you can foster a diverse and inclusive workplace where all employees can thrive. Remember, inclusivity is an ongoing journey, so regularly evaluate progress, adapt strategies, and continuously strive for improvement.

Sources:

- Society for Human Resource Management (SHRM)
- Harvard Business Review (HBR)
- Deloitte Diversity and Inclusion Trends Report.



DEIB NewsLetter



January 2024

Why DEI is Not Dying in 2024

Written by Julie Kratz

To respond to investor needs, pro-diversity legislation and shifting demographics, many larger global firms have been resourcing diversity, equity and inclusion (DEI) plans for decades. The business case for DEI is well-known and accepted for firms with global visibility to shifting trends. More often, DEI work poses different challenges for smaller organizations. Yet, smaller and local businesses will have increased pressure to adopt DEI practices given new legislation and external pressure.

- California became the first state to pass legislation requiring venture capitalist firms to release data on the diversity of the founders they are investing in by March 2025.
- Requests for proposals (RFPs) and investor criteria are increasingly shifting to include aspects of DEI, including DEI strategy and goals, representation numbers and pay-equity audits. They see the lack of diversity (especially at senior levels) as risky and not as profitable, even for smaller organizations.
- For growing organizations, the Nasdaq recently upheld the diversity requirement of at least two “diverse” board members, including at least one female board member and one member who is from an underrepresented minority group or identifies as LGBTQ+.

In an interview with Dr. Kristen Liesch, co-founder of Tidal Equality, “smaller businesses do not have the same excess revenue to fund DEI, nor do they have as many people internally skilled to lead DEI work. At the same time, they are not feeling the same social pressure that larger, more visible firms face.”

DEIB NewsLetter



January 2024

She adds, “smaller, local businesses have a close touch to the communities they serve. With more accessible DEI tools, they could embed DEI as they grow, making deeper impacts on a local level.”

How do these smaller or local businesses lean into DEI?

1. Be proactive, not reactive.
2. Start with inclusion before diversity.
3. Have a DEI road map for success.

Be Proactive, Not Reactive

People are very attuned to authenticity in DEI. When an organization hasn't traditionally spoken about issues of diversity and inclusion and suddenly starts speaking out, people question it. Was it the events of the summer of 2020? Is it because of the latest SCOTUS ruling?

It's important to address DEI issues before they become larger social issues so that they appear more genuine. That means DEI efforts need to align with the organization's purpose, and people need to be clear on why this is important to the organization, now and in the future. Ultimately, it's a competitive advantage to proactively prioritize DEI work when it's not in the news cycle or used as an effort to gain short-term visibility.

Start with Inclusion Before Diversity

It's tempting to start doing DEI work by hiring diverse talent. But diversity doesn't work without inclusion because people with diverse backgrounds will not stay if they don't feel included. That's why it's important to start with the culture first and make sure the organization has an inclusive work environment so that diverse talent is attracted and wants to stay long-term. The cost of turnover is, on average, 33% of a given salary, so not getting inclusion right can be costly.

DEIB NewsLetter



January 2024

Have a DEI Road Map for Success

Investors will commonly ask for representation numbers, as well as DEI goals. It's critical that business leaders have answers to those questions proactively. It's obvious when leaders are scrambling to pull their demographic or employee-engagement statistics. If it's the first time pulling together the data and looking at it through a diversity lens, it can be shocking.

Most organizations fail to mirror the communities they serve due to the lack of diversity, especially at the leadership levels. Even if the representation numbers aren't where leaders want them to be, having clear goals to get better is critical. For example, promotion, retention and hiring rates of those with diverse backgrounds can help show a greater commitment to improvement.

It is important to be clear about what historically marginalized groups the organization is committed to engaging more—people of color, women, those with disabilities or those in the LGBTQ+ community. DEI road maps also include initiatives like education and cultural celebrations or ERG support to show a clear commitment to investments in DEI. This shows a willingness to see DEI as a long-term strategy, much like investors do.

DEI legislation and investor pressure will persist. Organizations that are proactive versus reactive, start with inclusion before diversity and have a strong DEI road map are more likely to have success long-term.

Interested in learning more? Connect with me at NextPivotPoint.com.

If you have questions, suggestions or topics you'd like covered around DEIB, please reach out to Janifer Wheeler, DEI Chair
Janifer@janiferwheeler.com

DEIB NewsLetter



January 2024

MLK Day

Dr. King's teachings on DEI work resonate deeply, reminding us of its sacred nature within organizations.

- He emphasized placing the needs of the marginalized at the core of our policy efforts.
- He urged us to embrace kindness, considering the aspirations and desires of others alongside our own.
- His visionary call united us in pursuit of a better nation, one that bravely confronted our past to embody our highest and most authentic selves.

These ideals form the bedrock of Dr. King's timeless message to America, remaining as relevant today as ever. [7 Ways to Honor Dr. King's Legacy on Martin Luther King, Jr. Day.](#)



DEIB NewsLetter



WilcoHR
PEOPLE FOCUSED
PURPOSE DRIVEN

January 2024

Wilco HR January Events



WilcoHR
PEOPLE FOCUSED
PURPOSE DRIVEN

Divorce and its Impact on Your Employee and the Workplace: What YOU Can Do to Support Them

12 Jan 2024 | 11:30-12:30 | Virtual | [Register Here](#)

2024

20TH ANNUAL

NATIONAL
**DIVERSITY &
LEADERSHIP**
CONFERENCE™

DIVERSITY FIRST

CONFERENCE

April 15-18, 2024

HILTON ANATOLE

2201 N Stemmons Fwy
Dallas, TX 75207

Register Today

nationaldiversityconference.com



KEYNOTE SPEAKER

Hillary Clinton

American politician and diplomat
Served as the 67th United States
Secretary of State



KEYNOTE SPEAKER

**Earvin "Magic"
Johnson**

Don't miss your
chance to attend this
event. Reserve your
seats today!

[Register Here](#)



20TH ANNIVERSARY



WOMEN in
LEADERSHIP
SYMPOSIUM

**STILL NOW BREAKING BARRIERS
AND GOING BEYOND**

20th Anniversary
WOMEN in
LEADERSHIP
SYMPOSIUM

March 5 : San Antonio, Texas

March 13: Houston, Texas

March 20 : Dallas, Texas

March 27 : Austin Texas

Atlanta Austin Boston Chicago Cincinnati Cleveland Corpus Christi Dallas Denver Detroit Fort Worth Honolulu Houston Jacksonville Las Vegas Los Angeles Miami New York City Orlando Philadelphia Phoenix Pittsburgh San Antonio San Diego San Francisco Tampa Dubai, United Arab Emirates London, England Mexico City, Mexico Montreal, Canada Ontario, Canada Paris,

 **RISE IN RESILIENCE:**

Achieving Empowerment through Advancement & Adaptability.

2023 CENTRAL TEXAS
WILDS
WOMEN IN LEADERSHIP SYMPOSIUM

WOMAN OF THE YEAR



Jingbo Louise Liu,
Ph.D., CSci., CChem., ACSF, FRSC

Professor of Chemistry at Texas A&M University-Kingsville
Navy Distinguished Fellow, US Air Force DEBI Fellow and
JSPS Invitation Fellow

MODERATOR



Vidya Moorthy

Founder of Clural LLC
and CEO of Bassett
Education India

PANELISTS



Ramona Arora

Vice President of Global Talent
Development and
Chief Learning Officer
Dell Technologies



Linda Hackelman

Vice President of Human
Resources
Trellis Company



Nichele Lindstrom

Vice President of E-Commerce
Whole Foods Market



Suzanne Plummer

Fellow and CVP, Technical
Diversity and Development
Advanced Micro Devices
(AMD)



**Yesenia Hernández
Plascencia**

Global Head of Inclusion and
Diversity
Visa

March 23rd 2023

8:00 a.m. – 12:00 pm

University of Texas School of Law

727 E Dean Keeton St, Austin, TX 78705
Charles I. Francis Auditorium

REGISTER TODAY!

EVENT SPONSORS

TEXAS Law
Office for Equity and Inclusion

SXSW

 **TEXAS
DIVERSITY COUNCIL**
An inclusive community, a better nation
www.txdc.org

For more information, please contact Roly Lozano at
roly.lozano@thetexasdiversitycouncil.org

#Resilience

