



Diversity, Equity and Inclusion

Three Words That Change Everything



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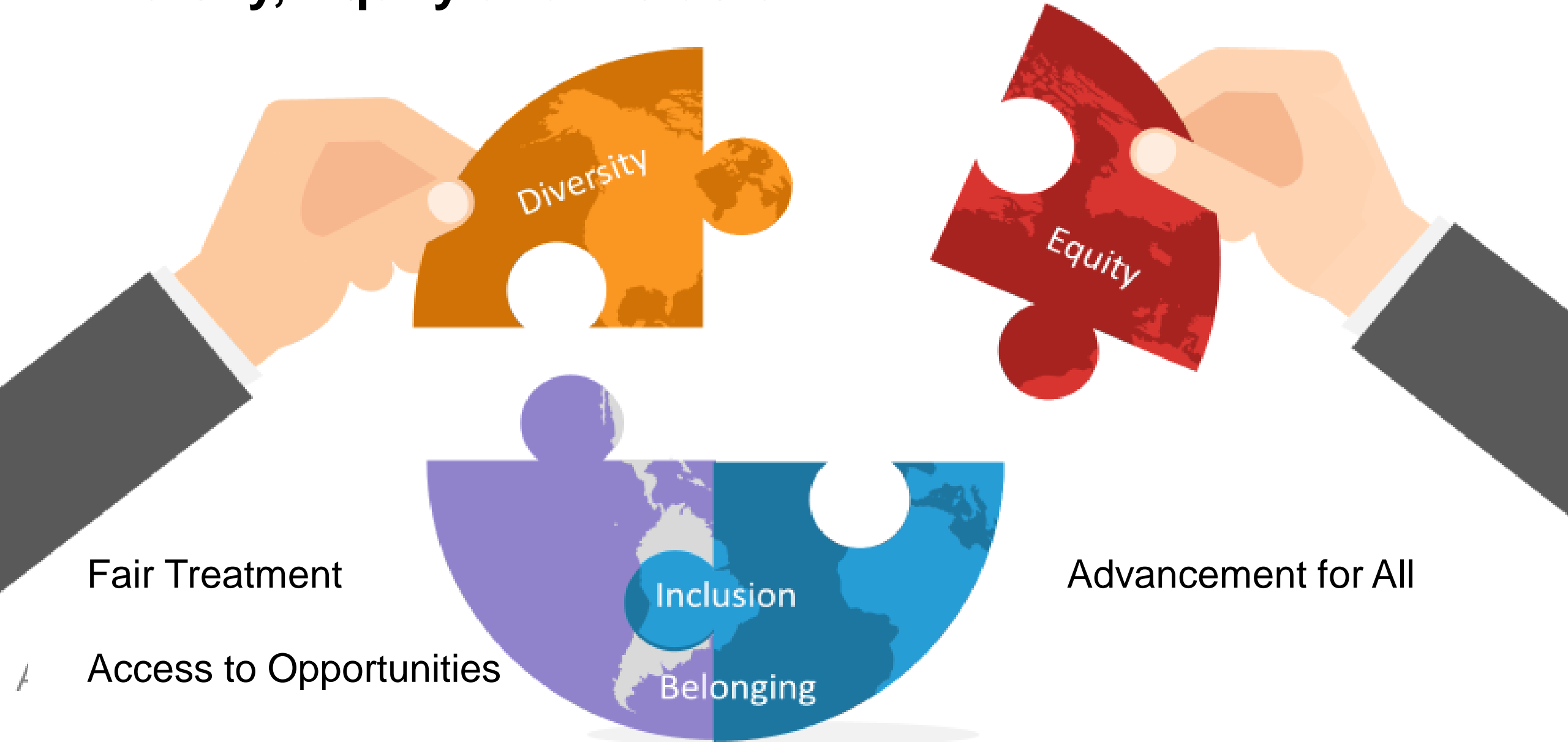
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Objectives

- Attendees will be able to:
 - Define diversity, equity and inclusion.
 - Describe four areas of organizational gaps related to diversity, equity and inclusion.
 - List three actionable items that may be used to develop, foster and grow equitable and inclusive workplace cultures.
 - Describe three ways a diverse, equitable and inclusive culture improves access to the care at home industry.

Diversity, Equity and Inclusion



Fair Treatment

Access to Opportunities

Advancement for All

Diversity

Equity

Inclusion

Belonging

Diversity, Equity and Inclusion (DEI)

What does it mean?

Inclusion

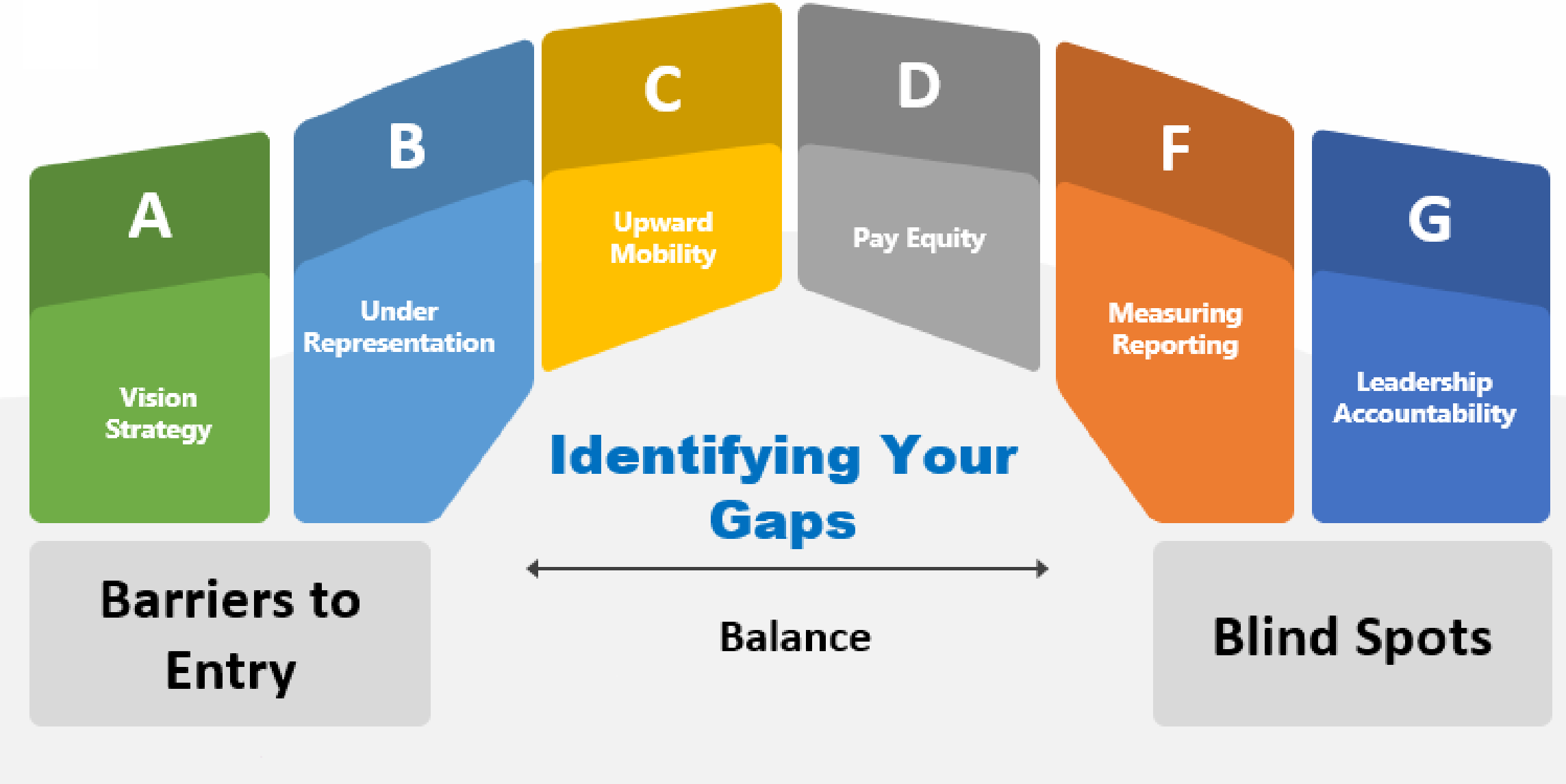
Extent to which various team members, employees and others feel belonging within a given setting in the organization. Must have an environment of respect and empathy in a space that has been intentionally created.

Organizations must address barriers to entry, balance and blind spots which can be obstacles to an inclusive environment.

Example: Women at a high level in the company still face pay disparity.



Identifying Your Gaps



Developing Actionable Solutions



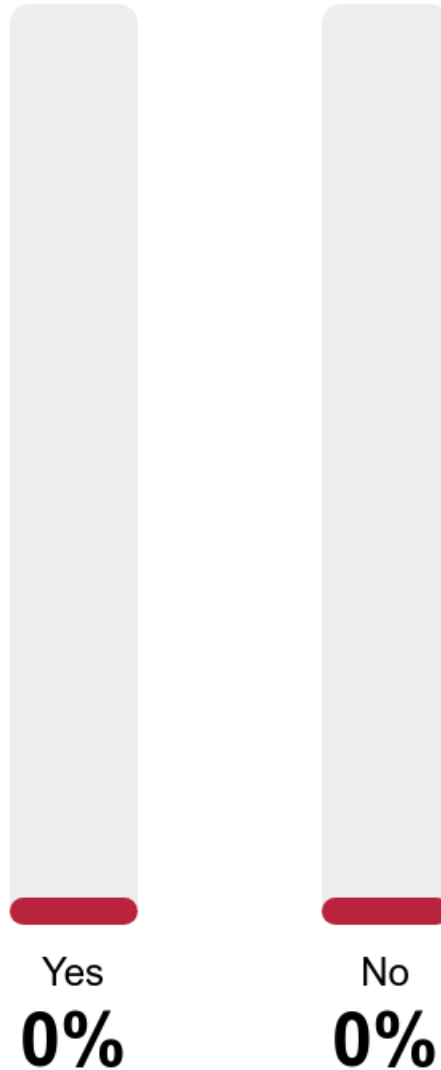
Review Workforce Diversity Metrics

Does our workforce reflect the communities in which we live and serve?



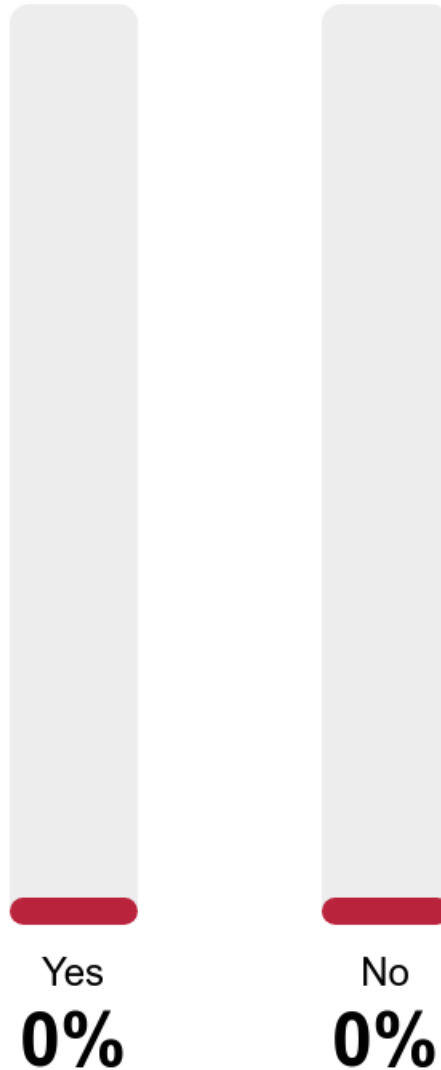
AGILE Does your workforce reflect the communities which you live and serve?

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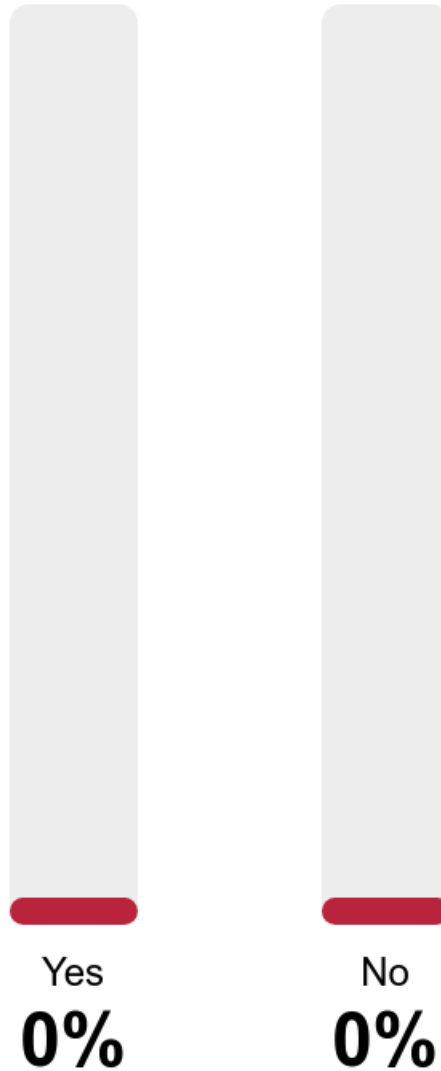
AGILE Does your organization have a DEI initiative in place?

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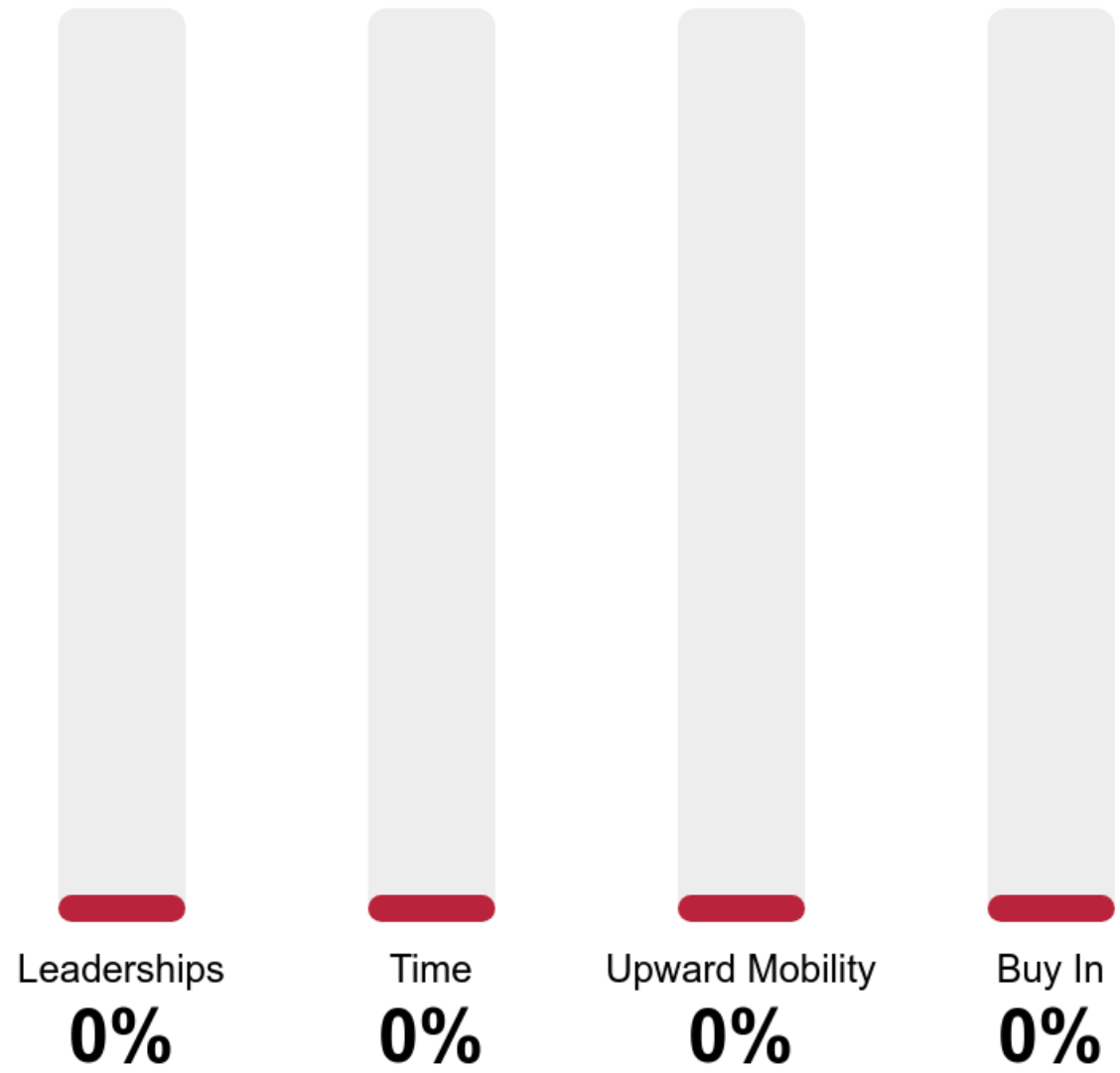
AGILE Can you describe the DEI initiative at your organization?

👍 0





What is the biggest obstacle to your organization successfully implementing your DEI initiative?



Ensure Familiarity, Comfort and Trust (FCT)



Understand

Familiarity,
Comfort, Trust



Mentor

Mentorships
FCT-based



Demonstrate

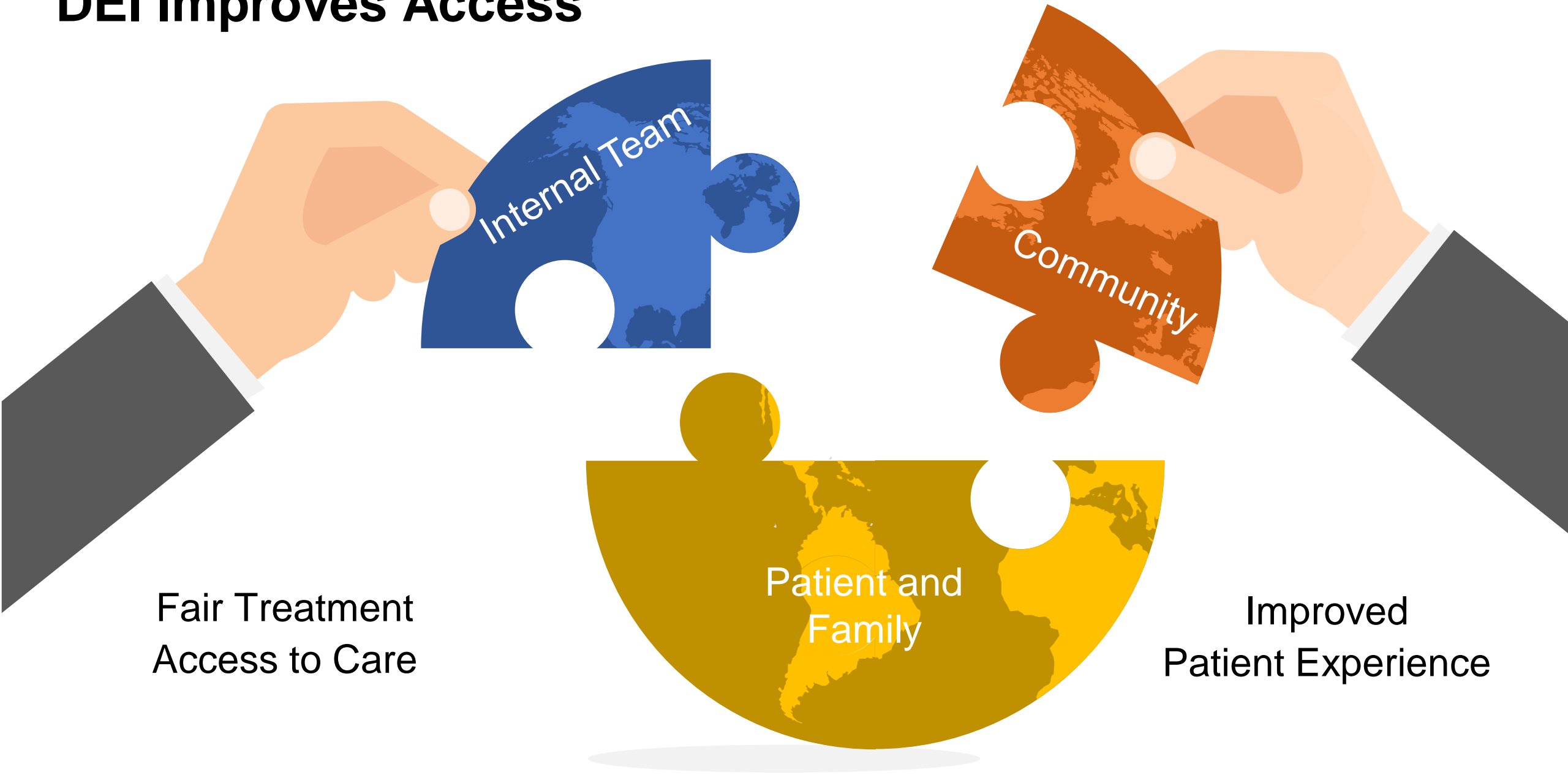
New Managers
Demonstrate DEI



Assess

Periodic Talent
Assessment

DEI Improves Access





Learn More

- Women in the Workplace 2022: McKinsey Report
- Refocusing Compensation's Role in the Great Reevaluation: 2022 Compensation Best Practices Report: Payscale
- <https://www.inclusionhub.com/articles/what-is-dei>

THANK YOU



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