



DEIB PUTS HUMANS FIRST IN ORGANIZATIONS

WHY IS THIS IMPORTANT?

WE ARE CREATING LEADERS + ORGANIZATIONS OF THE FUTURE

In today's ever-changing world, working toward achieving diversity, equity, inclusion and belonging (DEIB) within your organization is vital. If you believe that your business performance and bottom line are most important, then putting humans first, by creating spaces that foster true belonging, will evolve the capability of your organization to thrive through change in meaningful ways.



WE ARE BETTER TOGETHER

Studies show that diverse working groups come up with better solutions. However, these teams often face conflict while working together, feel less confident about their answers, and require grit to remain cohesive. It takes these primary ingredients to successfully leverage the power of diversity within your organization:

- CEO and Leadership Team strategically aligned with and involved in DEIB work, particularly as it pertains to equity;
- High functioning partnerships between the DEI Lead, CHRO, and ERGs;
- Investment in ERG DEIB work serves as the pilot program for increasing inclusion and belonging throughout the organization;
- Managers are the “active practitioners” and need to learn from the ERGs, hear from staff, and share with Leadership;
- Staff need to be invited in as allies and engaged in consistent and regular training and dialogue.

WHERE ARE YOU TODAY?

Regardless of your stage of growth, we can help you develop greater capacity to become a regenerative organization through DEIB strategy, workshops, training, and coaching.

FOUNDATION FOR ORGANIZATIONAL ALIGNMENT

STAGE	DEFINITION	ENGAGEMENT	OUTCOMES
EARLY STAGE	<ul style="list-style-type: none"> Few DEIB programs No dedicated staff No dedicated budget Responding to current events 	<ul style="list-style-type: none"> Workshops Curiosity Conversations™ Leadership Team Vision Survey 	<ul style="list-style-type: none"> Visible & tangible actions Openings to dialogue Alignment & clarity of DEIB intention & desired impact
GROWTH	<ul style="list-style-type: none"> Some DEIB programs in place Staffing allocated; may or may not be full-time dedicated staff member Budget available for DEIB initiatives Preliminary or formal DEIB plan in place ERG or Affinity Groups created Have worked with DEIB consultant 	<ul style="list-style-type: none"> Workshops Curiosity Conversations™ Leadership Team Vision Survey Trainings DEIB Strategic Plan Communications Plan & Key DEIB Messages Coaching to build capacity 	<ul style="list-style-type: none"> Visible & tangible actions Deepening the collective dialogue Alignment and clarity of DEIB intention & desired impact Action Plan & Implementation Steps with Accountability Metrics & feedback for continuous improvement of program
REGENERATIVE	<ul style="list-style-type: none"> Robust DEIB Few DEIB programs No dedicated staff No dedicated budget Responding to current events Dedicated C-level staff DEIB statement or manifesto for the organization Board level engagement Capacity to develop & sustain DEIB work in house 	<ul style="list-style-type: none"> Board trainings & workshops Communications Plan & Key DEIB Messages Coaching to build capacity 	<ul style="list-style-type: none"> Community is engaged Meaningful dialogue & change Confidence to lead DEIB in house Becoming a Case Study/Model for others to learn from Employee NPS, Morale, & Belonging is high

GETTING STARTED

60-minute Curiosity Conversation™. This interactive workshop run by an Intune Team DEIB facilitator builds connection, gives each participant a voice and input, and gathers themes around topics specific to your organization. Great for ERG groups, departments, leadership teams, and groups of up to 100 people.

SAMPLE TOPICS MAY INCLUDE:

Exploring Belonging, Allyship, and, What We Need Most Now.

Organization-wide DEIB survey. Gather real-time information about where people stand, what they need, and identify areas for improvement and training.

DEIB Workshops. Our workshops have been designed to inform and empower participants to expand their own knowledge of themselves and share with others in order to create more positive action, healing, and initiative around co-creating a culture of belonging. Each workshop is a LIVE 90-minute Zoom meeting. Sample topics provided below are determined on the outcome of the Curiosity Conversation.

- Conscious Allyship
- Unconscious Bias
- Identity Safety & Performance
- Gender Diversity
- Understanding Privilege
- Communicating for Inclusive Cultures

GOING FURTHER

When you are ready, Intune also consults in the following areas:

- Facilitate Leadership Team consensus and agreement on DEIB vision for your organization
- Develop a DEIB Strategic Plan
- Develop a training program for different stakeholder groups within your organization
- Develop a DEIB Communication Plan
- Present on the Drivers of Change that Influence DEIB Work Within Organizations
- Provide consistent and effective programming for ERGs
- Create a Framework for Change for your organization



FIND US AT INFO@INTUNECOLLECTIVE.COM OR 888.822.4730