

1

Moving Past Random Acts of DEI

Orgs that deeply integrate DEI as part of their ongoing work are more likely to be Advanced

Orgs are 11% more likely to be Advanced if they integrate DEI into their mission/vision, 12% more likely if they have a DEI belief statement, and 13% more likely if they've defined key terms within their org context.

2

Diversifying Leadership Beyond the CEO

Orgs that diversify their entire leadership teams are more likely to be Advanced.

As compared to orgs whose leadership teams include only 1 racial/ethnic group, when leadership teams include 4+ groups, staff are 14% more likely to agree that their org recognizes and eliminates exclusion, 14% more likely to see a diverse set of staff advancing, and give their orgs higher marks across DEI indices.

What works?

Promising Practices

3

Sharing Power through Meaningful Engagement

Orgs that enable authentic participation are more likely to be Advanced.

Orgs are 20% more likely to be Advanced if they provide opportunities for diverse input into decisions. Orgs that invite staff feedback on DEI efforts are 18% more likely to be Advanced, and orgs that include DEI in exit interviews are 17% more likely.

4

Moving Beyond Icebreakers to Authentic Relationships

Orgs that support relationship and critical skill building are more likely to be Advanced.

Orgs that offer opportunities for relationship building (e.g. mentoring, affinity groups) are 9% more likely to be Advanced. Orgs that provide DEI-related professional development through coaching and training are 15% and 19% more likely respectively.

5

Infusing Accountability for What Matters

Orgs focusing on equity-based outcomes are more likely to be Advanced.

Orgs are 16% more likely to be Advanced if they track promotions, 13% more likely if they track pay, and 15% more likely if they track turnover by race/ethnicity. Further, Advanced orgs are more than twice as likely as Early Stage orgs to emphasize outcomes in their equity statements.