“What are the top challenges when implementing DEI strategies?”*

- Lack of Goals + Metrics: 69%
- Inadequate Training: 62%
- Lack of Prioritization from Top Leadership: 48%
- Lack of Budget: 35%
- Corporate Culture Resistance: 30%

*Multiple responses possible.
Source: “Diversity, Equity, & Inclusion: Beyond Check the Box.” J. Israel Greene & WellRight webinar.
DEI strategies if you struggle with...

Lack of Goals and Metrics

- Host a listening tour with an outside representative to open conversations
- Start with an examination of support tools for current minority groups (women, BIPOC, LGBTQIA+, and others)
- Begin by reviewing and addressing compensation inequities
DEI strategies if you struggle with...

Inadequate Training

- Develop a formal mentor/sponsor program to bring new voices to the table
- Invest in coaching to develop new talent and training for current employees
- Build engaging questions around DEI into daily dialogue
DEI strategies if you struggle with...

Lack of Prioritization by Top Leadership

- Let organizational data lead your business case
- Be consistent with a roadmap to show direction and long-term benefits
- Have a discovery session with a DEI consultant to address your unique challenges
DEI strategies if you struggle with...

Lack of Budget

- Don’t underestimate actions like making a company statement
- Look for funding in new places, like your wellness or Covid budget
- Start with money already spent by choosing minority-owned business suppliers
DEI strategies if you struggle with...

Corporate Culture Resistance

- Diversify your hiring committee to attract a wider range of talent
- Create a network of leaders at all levels committed to DEI efforts
- Take time to review and redesign your company policies, structures, and practices