Strategies to Solve Your Organization's DEI Challenges
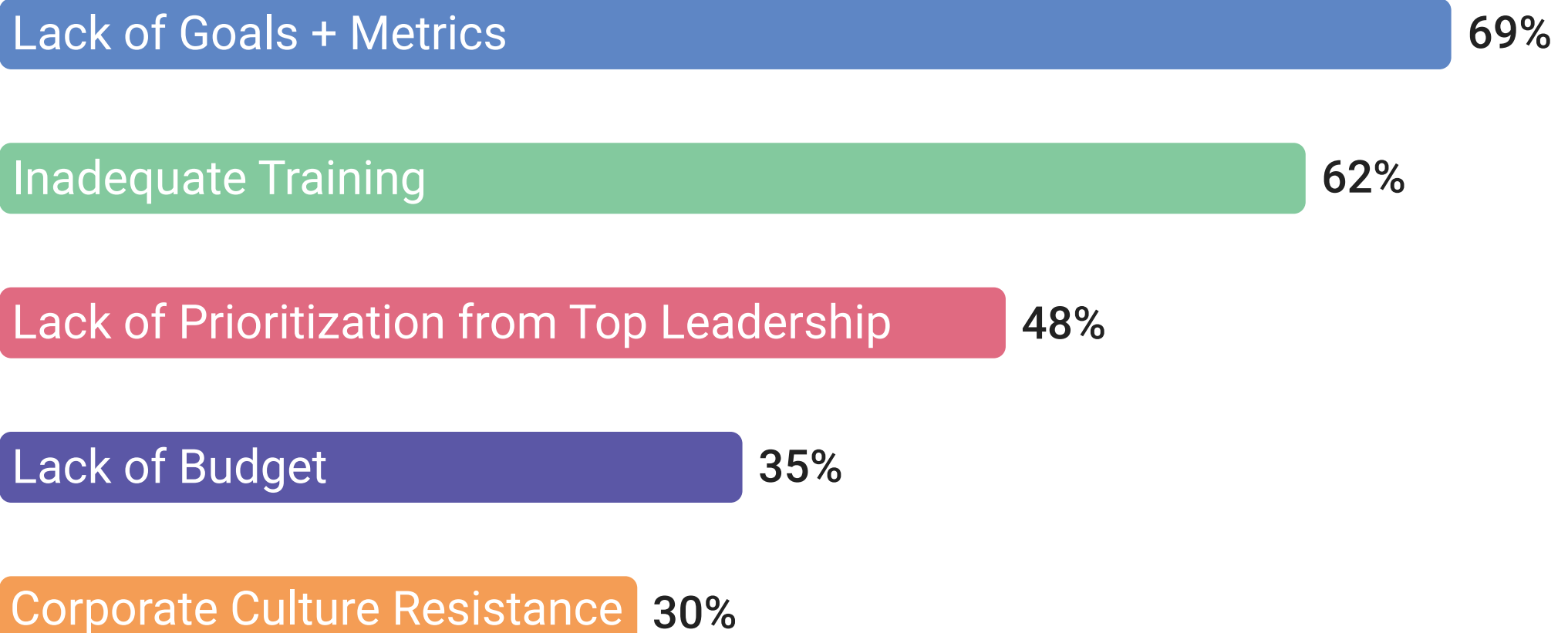
"What are the top challenges when implementing DEI strategies?"*

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

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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
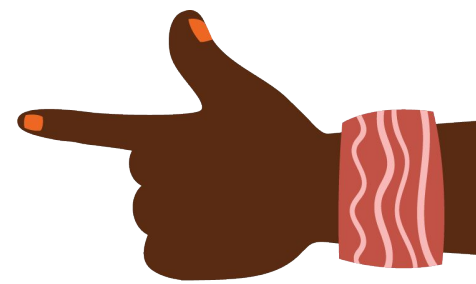
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DEI strategies if you struggle with...

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

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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

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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

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