

# GETTING STARTED WITH DIVERSITY AS AN HR MANAGER

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## 1

### ALIGN DEI PROGRAM WITH ORGANIZATIONAL GOALS

- Connect D&I efforts to the company's mission, vision, and strategic objectives
- Demonstrate how DEI supports business outcomes and success

## 2

### GAIN LEADERSHIP SUPPORT AND BUY-IN

- Present the business case for DEI, including productivity and profitability benefits
- Educate leaders on their role in fostering an inclusive culture

## 3

### ASSESS CURRENT D&I CLIMATE

- Conduct employee surveys or focus groups to understand the existing landscape
- Review organizational communications and materials for inclusivity

## 4

### START WITH COST-EFFECTIVE INITIATIVES

- Implement lunch-and-learn sessions or diversity awareness months
- Create an online DEI resource portal for employees
- Provide talking points for managers about DEI topics

## 5

### ESTABLISH A DEI COUNCIL

- Form a diverse group to guide and support DEI efforts
- Involve employees in shaping initiatives and becoming DEI champions

## 6

### ADDRESS RESISTANCE AND SKEPTICISM

- Acknowledge and validate concerns through open dialogue
- Educate on the 'why' behind DEI and address common misconceptions

## 7

### MEASURE IMPACT AND PROGRESS

- Add DEI-related questions to annual employee surveys
- Track engagement in DEI events, programs, and training

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