Your D&I 2021 action plan

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	ОСТ	NOV	DEC
Analyse and explore to get to grips with the status quo	1 2 3 4	5										
Using evidence based insights formulate a long term strategy and get buy-in					7	8		-•				
Communicate, deploy, and revisit regularly								1	1		12	
											12	

- 1. Understand the makeup of your organisation using HRIS data
- 2. Review all policies and identify where ED&I principles have been included, or not
- Interview your leadership team and define what ED&I means for your business
- Review your historical employee survey data and written comments on ED&I
- 5. Conduct focus groups from employees from diverse populations to understand their current experience
- 6. Deploy an ED&I survey across the organisation
- 7. Using all of the insights collected, conduct a gap analysis
- **8.** Workshop your priorities and co-create possible solutions with representative groups
- 9. Define your change strategy and get buy-in from leadership
- **10.** Articulate and communicate your plan to the organisation
- **11.** Begin to implement your policies with SMART objectives and realistic timescales
- **12.** Communicate implementation at regular intervals with living stories
- 12 months: Communicate changes to employees, pulse survey for feedback, review and recalibrate

We're here to help: <u>Download our FREE D&I question-set sample</u>

<u>Speak to us</u> about designing bespoke D&I focus groups, workshops and questionnaires.