Diversity programs have become commonplace in the professional world, but do they actually work?

Not REALLY!

“It shouldn’t be surprising that most diversity programs aren’t increasing diversity,” wrote Dobbin and Kalev. “Despite a few new bells and whistles, courtesy of big data, companies are basically doubling down on the same approaches they’ve used since the 1960s—which often make things worse, not better.”

-Harvard Business Review
Why Diversity Matters -

New research makes it increasingly clear that companies with more diverse workforces perform better financially.
Diversity’s Dividend

What’s the likelihood that companies in the top quartile for diversity financially outperform those in the bottom quartile?

- Gender-diverse companies: 15% more likely to outperform
- Ethnically diverse companies: 35% more likely to outperform

*Results show likelihood of financial performance above the national industry median. Analysis is based on composite data for all countries in the data set. Results vary by individual country.

Source: McKinsey analysis+
Leveraging Data Analytics to Promote Meaningful Change in Organizational DE&I
Diversity, Equity, and Inclusion are benchmarks of an organization’s health, capacity to lead and commitment to internal employees and external customers.

- **MEASURE** organizational Diversity, Equity, and Inclusion and put it into quantifiable metrics with meaningful analytics
- **ENGAGE** companies with meaningful data that ignites meaningful change
- **EVOLVE** organizations by guiding them through change, eliminating guesswork, and articulating where improvements need to be made
- **REPEAT** for comparative reporting
DEInamics™ identifies barriers around DE&I and allows for implementation of DE&I programs that make an intentional and collective impact.
Benefits of DEInamics™ and DE&I Programs that Work

• Create an inclusive company culture
• Increase employee engagement
• Foster collaboration in the workplace
• Help your organization become a workplace of choice
• Create short term DE&I wins
• Identify long range DE&I objectives
• Increase your talent pool allowing for recruiting of more women and minorities
• Ensure compliance with all relevant labor policies and regulations
• Include a formal mentoring program
• Incorporate social accountability and responsibility
## DEInamics™ Strategic Plan

### Identify Your DE&I Team
- State Your Commitment to Diversity
- Evaluate DE&I Visibility
- Make a Timeline

### Join with Others

### Communicate Your DE&I Efforts

### Infrastructure
- State Your Commitment to Diversity
- Evaluate DE&I Visibility
- Make a Timeline

### Climate
- Increase Knowledge and Build Skills
- Connect to Networks
- Create a Welcoming Local Environment
- Practice Inclusive Pedagogy

### People
- Hire and Admit Inclusively
- Mentor and Coach Individuals
- Promote Equitable Labor Practices
- Build and Maintain Pathways

### Community
- Understand Cultural Context
- Support Local Businesses
- Reach Local Talent
- Value Your Community as an Asset
Other Services and Capabilities

- Strategic Consulting
- Executive Coaching
- Strategic Planning (OPBP)
- Speaking Engagements
- Organizational Consulting
- Board Development
- Facilitation
- Executive Recruiting
Strategic Partners

Microsoft Partner

eSkill

Women Owned

skillsoft

Certified WBENC Women's Business Enterprise
Our Clients
Measure What Matters
Results That Matter

Liderança Group
Business + Workplace Accelerators

assessmentleaders.com
bewellperformwell.com
diversityequityinclusion.com
leadershipbalance.com
deinamics.com

© Diversity Equity & Inclusion is a division of Liderança Group, Inc. | DiversityEquityInclusion.com | (866) 864-8200 | info@deinamics.com