

WLE Webinar

How to Pursue Your DEI Goals Without Putting a Target on Your Back

1. What issues were you most concerned about going into this webinar, and how will the guidance provided impact your approach to those concerns?
2. In the webinar we talked about moving away from people-centric efforts, like diversity hiring targets, toward more impactful (and lower risk) changes in organizational structures. How might you assess and improve your organizational structures (hiring, assignments, etc.) to make them fairer and more effective?
3. How do you feel about renaming your DEI initiatives? Assess the risks and benefits based on the factors discussed in the webinar.
4. Given the guidance to conduct audits to identify existing discrimination issues, what business systems (hiring, evaluations, assignments, etc.) might benefit from an audit to better improve your practices?
5. How might you improve your bias trainings based on the guidance provided in the webinar?
6. If your organization has an ERG or other professional development initiatives, how might you expand capacity-building programs to a wider variety of groups?
7. What metrics should your organization be tracking on the experiences of different groups? Why are these metrics important?
8. What are the key points or action items you came away with?