

WLE Webinar
**Designing a Data-Driven
Diversity & Inclusion Strategy**

- 1) What is one data point that would help you assess barriers to diversity and inclusion at each stage of the employee lifecycle (Attract, Select, Develop, Retain) in your organization?
- 2) How can individuals without access to HR data use this same methodology - assessing barriers, developing tactics, and measuring impact - to drive change in their own areas of influence?
- 3) Think about one concern you have with respect to diversity or inclusion that relates to your daily work.
 - Which phase(s) of the employee lifecycle (Attract, Select, Develop, Retain) does this concern relate to?
 - What are your next steps to better understanding this issue and working to address it?
- 4) What can you do if you identify that a specific pattern exists (e.g., attrition rates are higher for women at a certain level of your organization), but you don't know why? Keep in mind the importance of understanding a particular pattern before trying to change it.
- 5) Think about the diversity strategies or programs in place in your organization. What could you be doing to measure the impact of these initiatives? Consider:
 - What is the change these programs/strategies are designed to drive?
 - What are data points that can give you insight into whether that change is happening?