



DEIB WORLD MAP TO SUCCESS

A World Map to Inclusive
Organizational Cultures

5 PREREQUISITES FOR LONG TERM SUCCESS:

DEIB GUIDING PRINCIPLES:

- Always lead with the mindset of best intent
- Leadership intent is the top indicator of success
- Do something, not everything; start from where you are and what you know
- Give permission to fail
- DEIB isn't only the right thing to do, it's the most profitable as well

- 1 Mindset and Emotional Commitment: Know your “why” behind your organization’s DEIB efforts before getting started. Align leadership mindset with emotional commitment. Mindset is based on development (IQ) and adaptability (AQ). Emotional commitment comes from who you are and your values (EQ & SQ).
- 2 Executive Sponsorship: authenticity, visibility, and support driven by the top leadership team is the foundation to achieve DEIB goals.
- 3 Allyship: Cultivate active support across all levels of management, geographies, and teams.
- 4 Essential Resources:
 - ERGs to link to corporate goals and values
 - IDI (Intercultural Development Inventory) assessment to identify your cultural starting point
 - Funding to invest in people and programs
- 5 Commitment: Long term, consistent, and dedicated efforts over time with reasonable goals and measurable wins.

4 ASPECTS OF EXECUTION

1

- Set DEIB goals (clear benchmarks & KPI's linked to corporate goals). Awareness isn't enough – need actionable measures.
- Measure/create accountability in performance reviews
 - Offer incentives that motivate new behaviors by linking the success of DEIB goals to financial rewards and promotions.
 - Instill disciplinary measures as a last result throughout all management levels
 - ESG alignment
 - CSR initiatives: align efforts with DEIB goals for meaningful employee engagement.

2

- Growth and Development: Embed DEIB across and throughout entire organization.
- C-Suite awareness and education for DEIB solutions
 - Entry level and mid-manager level bias education
 - Capitalize on neuroscience and best-in-class research
 - Self-awareness development
 - Mindfulness
 - Emotional Intelligence
 - Emotional sensitivity
 - Emotional regulation
 - Emotional granularity
 - Environmental awareness
 - Values
 - Unconscious bias
 - Psychological safety
 - Cultural Competence
 - IQ/EQ/AQ/SQ
 - Corporate values and ethics
 - Change Management
 - Communication
 - Conflict Resolution
 - Intercultural creativity
 - Provide technical training and development of human skills for technical and non technical roles

4 ASPECTS OF EXECUTION (CONT.)

3

Market DEIB programs and initiatives with integrity

- Work with a specialized marketing company with track record for success in cultural transformation
 - Create campaigns that are communicating goals to employees internally and stakeholders externally
 - Communicate the “why” behind DEIB programs and initiatives, linking to corporate values and goals
 - Highlight success along the way
 - Be honest about progress
 - Diversify communication channels to increase the impact of messaging
- ESG – Dual track progress with DEIB & ESG

4

Human Resources

- Ensure equitable talent pool for positions
- Outsource recruiting for diverse talent to specialized, vetted agencies
- Utilize digital recruitment tools
- Value people
- Once equitable talent pool is in order, scrub names off resumes for hiring process and ensure a diverse hiring team is in place
- ERG's – set up responsibly in alignment with corporate values
- Align with meaningful CSR efforts
- Consider mutually beneficial corporate policies that support diverse talent, such as caregiver leave, the ability to earn remote working options, and flexible schedules based on trusted performance.

DEIB RESOURCES:

[Why Diversity Programs Fail](#) – Article

[Diversity, Equity and Inclusion in the Workplace Certificate](#) | USF Muma College of Business

[Intercultural Development Inventory](#) | IDI, LLC (idiinventory.com) – Roadmap to DEIB

For more information, visit www.womeninelectronics.com

***“An innovative organization can attract high potential talent,
but it’s the culture that retains them”. - Jackie Mattox***