



ANDREA
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CONSULTING

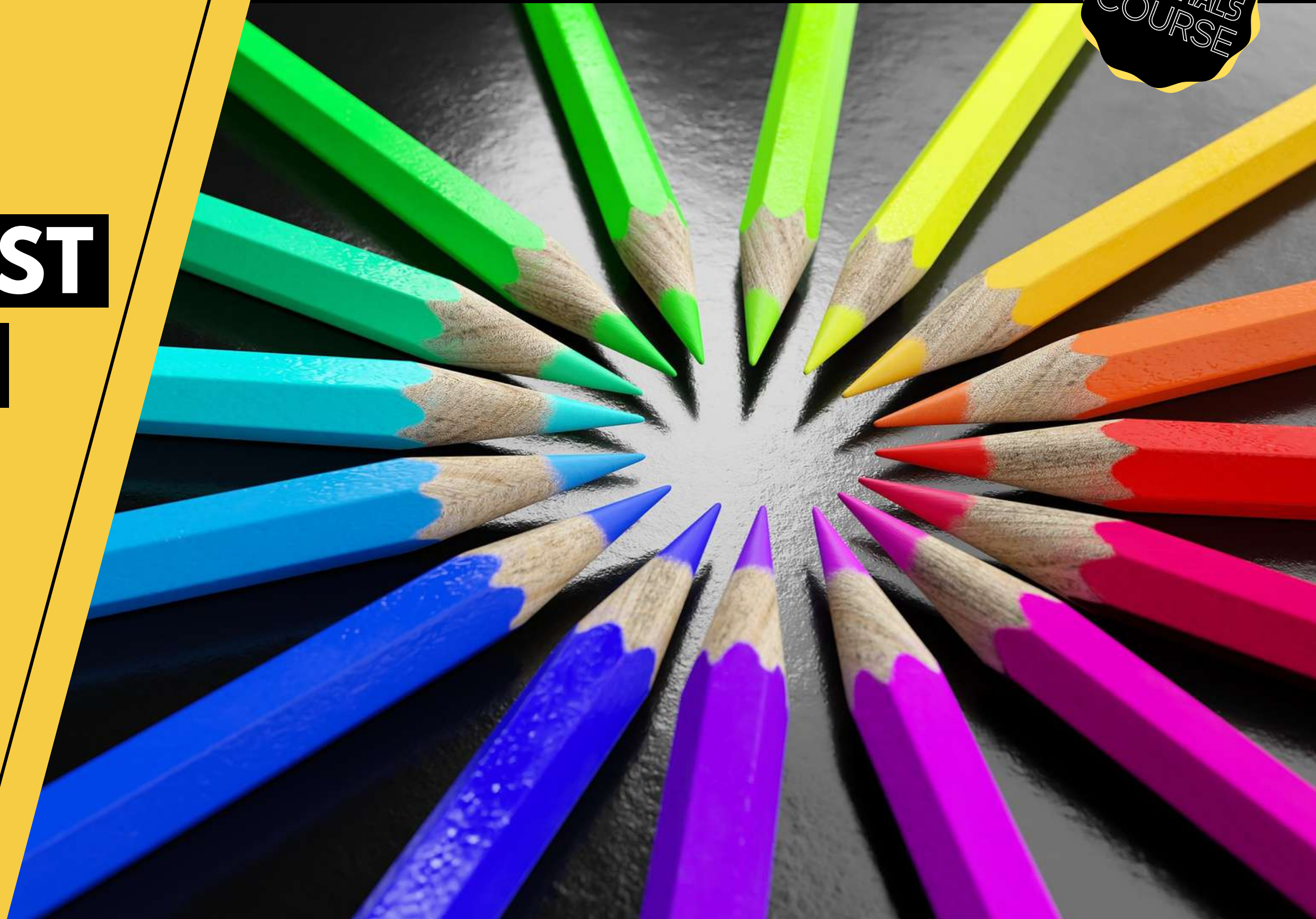
BELONGING-FIRST

EQUITY, DIVERSITY & INCLUSION

Belonging-First As A Growth Strategy

With Andrea Carter

ESSENTIALS
COURSE

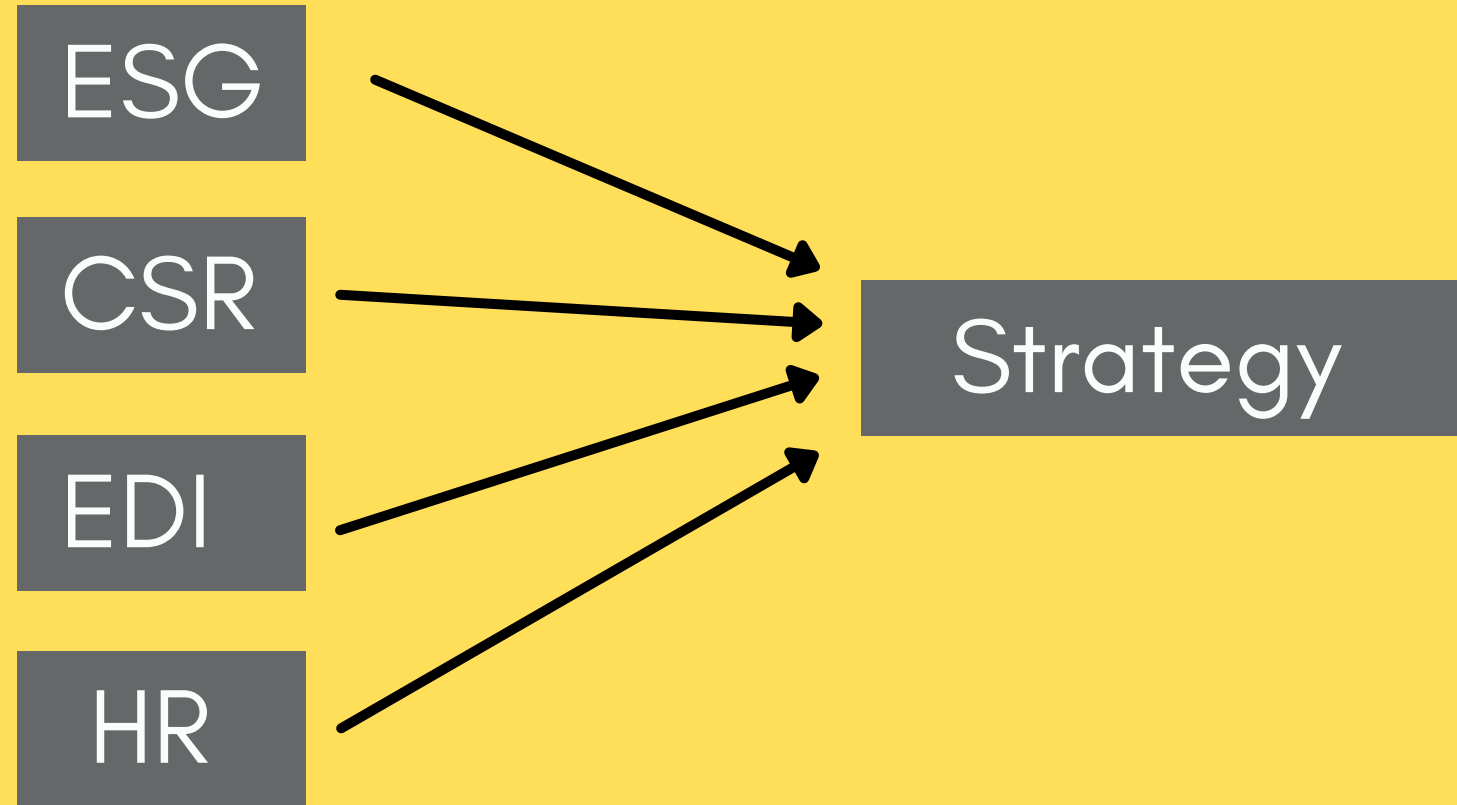


Hi! I'm Andrea Carter



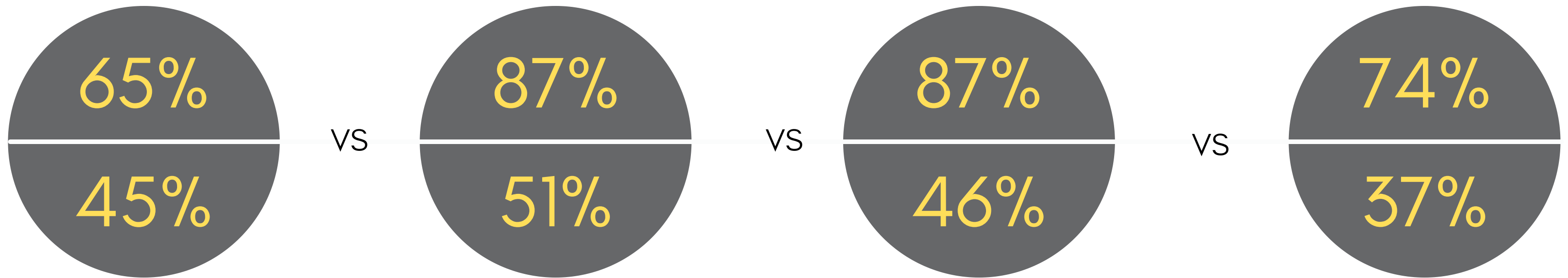
- 1 Governance Strategy
 - 2 Research Data For Growth & Governance Metrics
 - 3 Gap Assessment For Focus & Short- and Long-Term Strategy
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Equity, Diversity, Inclusion Today



Employee Comfort

Companies with 2D Diversity



Companies without 2D Diversity

Employees who report their ideas win endorsements from decision-makers

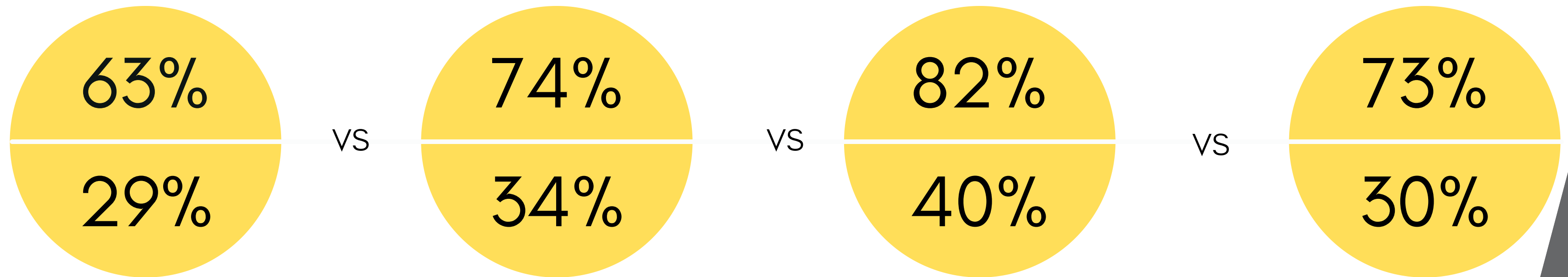
Team members who report they feel welcome & included in their team

Employees who are free to express their views and opinions

Ideas are heard, recognized and actioned

Leadership Behaviours

Companies whose leader has at least 3 diversity traits



Companies whose leaders have NO deep level diversity traits

Ensures everyone speaks up and is heard

Makes it safe to risk proposing new and original ideas

Empowers team members to make decisions

Takes advice, implements feedback & gives actionable feedback

Failure to foster a "Speak Up Culture"

Ideas from women, people of colour, Indigenous People, people with disabilities, LGBTQS+, Gen-Ys are less likely to win the endorsement they need because 56% of leaders do not value the ideas they do not PERSONALLY see a need for.

40%

Teams that report that groupthink is problematic on their direct team

46%

Publicly traded companies with 2D diversity who recorded they captured a new market

70%

Publicly traded companies with 2D diversity are more likely to capture a new market

Gap Analysis

- Gather baseline data to specifically identify your highest priority, create short and long term strategy
- Discover what elements of your business strategy can intersect with ESG, CSR, HR, EDI
- Create a committee, Employee Resource Groups (ERGs) and Leaders who will own the governance elements
- Record the metrics, identify initiatives and learning, track interventions after they have been introduced

Gap Analysis

- What to measure?

- Certainty
- Importance

How certain are your leaders that they have policies/procedures/strategy that is trackable and measurable?

How important are the many facets of ESG/CSR/EDI and have they been organized by priority?

Gap Analysis

- What to measure?
 - HR Strategy & Operations
 - Organizational Culture
 - Selection & Recruitment
 - Performance
 - Growth
 - Exit & Alumni



HR Strategy & Operations

English ▾

Equity, Diversity & Inclusion (EDI) is embedded in our organizational talent strategy.

Extremely Certain - 80 - 100% certainty

Certain - 60 - 79% certainty

Somewhat Certain - 40 - 59% certainty

Uncertain - 20 - 39% certainty

Extremely Uncertain - 0 - 19% certainty

Based on your response, rate the level of importance you feel this factor requires.

Critically Important (within the next 6 months)

Moderately Important (within the next 12 months)

Important (within 12-18 months)

Somewhat Important (within 18 - 24 months)

Not as important (within 2-3 years)

What's Next?



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