

DIVERSITY & INCLUSION LEADERSHIP TOPICS

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CAHRScast

September 14, 2021



THE DE&I LEADER – *“WHAT KEEPS ME UP AT NIGHT?”*

Accomplish
DE&I
Commitments

Positioned for
Success on
Commitments

Leadership
Alignment

Changing
Employee
Expectations

Responding to
Social Events

Maintaining
Brand /
Customer
Alignment

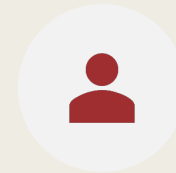
OTHER CHALLENGES



COVID Impact



Hiring Representation Goals



Senior Leadership Pipeline



Talent pipeline



Measuring and maintaining inclusion and belonging



Illustration of Mission and Values

HOW DE&I LEADERS ARE RESPONDING “CREATIVELY”

- Expanding the concept of the *“how we do things”* culture
 - Remote work policies - expanding eligibility
 - Reshaping culture of inclusion and belonging
- Managing Workforce Goals
 - Narrowing scope (focus on specific job category, e.g., leaders)
 - Expanding timeline
- Diverse Leadership Development Programs
 - Building new talent development / recruitment
- Engaging Employees
 - New ERG’s
 - Townhall meetings to share goals
- Strengthen Community Partnerships
 - New community / social development projects
 - Financial Commitments
- Managing People Technology
 - Leader inclusive engagement training
 - Feedback processes (Viva)

Q&A



Spring 2022

MODERN CDO

PROGRAM

For senior executives who have recently transitioned to the role of CDOs (within last 3 years),

- Learn from experienced DE&I leaders, scholars and practitioners
- Gain behind-the-scenes insights and practices for your DE&I scenarios
- Improve your situational understanding
- Network with senior executives responsible for DE&I at other organizations

CAHRS FALL EVENTS

Working Groups (virtual)

- Managing Employee Turnover and Worker Mobility (September 21, 2021)
- Navigating Cultural Faulty Lines (September 23, 2021)
- Evolving Learning & Development (October 5, 2021)
- Building and Maintaining Employee Engagement (October 21, 2021)
- HR for HR (October 27, 2021)
- Third Party Relationship Management (November 16, 2021)

CAHRScasts (webcasts)

- Navigating Cultural Fault Lines (October 21, 2021)
- Talent Management during the Post-Pandemic Transition (November 9, 2021)

CAHRS Fall Partner Meeting (virtual)

- Post Pandemic Talent Challenges and Opportunities (December 8, 2021)