

BEST PRACTICES IN DEI

Breaking Barriers Program



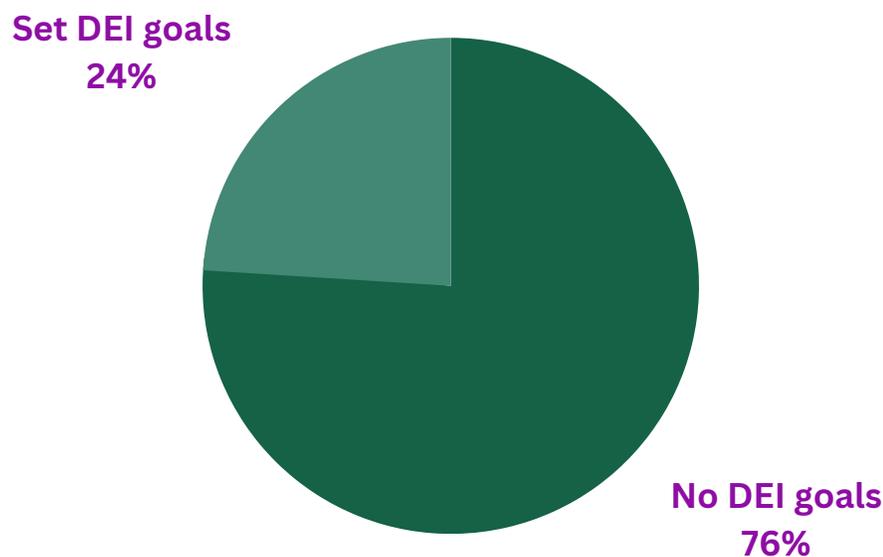
TIMES CHANGE
WOMEN'S EMPLOYMENT SERVICE

www.TimesChange.org/diversity-training.html

Many organizations strive to create a culture of belonging. Multiple studies directly link a sense of employee belonging to increased profit and innovation and client market growth. All of this can be achieved with a diversity and inclusion (DEI) mindset.

Professionals choose employers who walk the inclusion talk, who represent diverse client markets through staff representation, and who offer a safe environment for employees to express their ideas and even challenge existing processes in an organization. If your organization aims to successfully compete and grow, a DEI focus is the answer.

It's common knowledge that you can't manage what you can't measure. However, a staggering 76% of organizations don't have diversity goals. No goals equals no plan for growth.



The Breaking Barriers program at Times Change Women's Employment Services helps employers make things simpler and more manageable. Our program is government-funded, which means our services are free for small- and medium-sized businesses. Your diversity and inclusion planning does not have to be complicated. Let's begin with three questions you can ask about your company:

1. Are our people aware, engaged and accountable for DEI?

The collective awareness, engagement and accountability for DEI across teams has a direct influence on the organization's behavior. A study by Josh Bersin found only 12% of hiring managers are accountable for diversity hiring outcomes. Does inclusion and belonging communication come from the top in our organization? Is our social media communication and real-life team communication consistent? Does our organization have a high turn-over which could be costing us thousands of dollars?

2. Are our systems equitable?

When we consider our hiring and talent systems, the extent to which our processes are fair, consistent and accessible for everyone directly impacts whether people advance.

Some of our Breaking Barriers employer-clients find that their recruiters or managers may need upskilling in identifying talent. Others prefer to begin with a culture assessment. Others require consulting on language used in job postings and performance evaluations.

The Breaking Barriers team will review your policies and processes and provide recommendations on the next steps. You can select one or two manageable projects and focus on them while we support you with our consultations and coaching.

Let's begin the conversation <https://www.timeschange.org/diversity-training.html>

3. Do we have diverse representation?

Have we reached out to a variety of diverse communities and associations to share information about our organization? Did you know that many professionals do not use LinkedIn or Indeed for their job search? Various agencies, like Times Change Women's Employment Service, match your talent needs with job-ready candidates who bring their unique and valuable perspectives and professional backgrounds.

Speak with our Job Development Department to hire with ease and confidence
<https://www.timeschange.org/employer-services.html>

Consider how a DEI focus can improve your organization, and contact Breaking Barriers today at BreakingBarriers@TimesChange.org