

## OVERVIEW

Everyone has a role to play in diversity, equity, inclusion, and access. Employees who are engaged in this space yield higher productivity, are more innovative, and make stronger connections with their co-workers. The Engage Employees in DEIA Quick Tool will help you **create a line of sight to the DEIA strategy, provide inclusive employee development opportunities, and give employees opportunities to get involved.**

## LINE-OF-SIGHT CONVERSATIONS

When leaders and employees know how the DEIA strategy connects with the work they do each day, the strategy will be much easier to bring to fruition. How is DEIA reflected in your organizational priorities, goals, and objectives? Discuss this with the highest-ranking leader in your organization and key stakeholders. If you're not able to do this, start where you can. Develop talking points and a compelling story to share with employees and leaders.

## INCLUSIVE EMPLOYEE DEVELOPMENT

To enhance DEIA capability in your organization, it's important to provide employees with learning opportunities that enhance their behavioral intelligence (BQ), emotional intelligence (EQ), and cognitive intelligence. Here are some resources to help you do that work.

- [Lean In's 50 Ways to Fight Bias](#)
- [YWCA Columbus Justice, Equity, and Belonging Training](#)
- [Korn Ferry's Diversity, Equity, and Inclusion \(DEI\) Consulting](#)
- [Mosaic Education Network's Diversity, Equity, and Inclusion \(DEI\) Consulting](#)
- [Lean In's Allyship at Work](#)
- [Emotional Intelligence, Daniel Goleman](#)
- [Spirit of EQ](#)
- [Blue EQ Psychological Safety Assessment](#)
- [Mind Garden's HERO Psychological Capital Questionnaire](#)
- [Thomas Kilmann's Conflict Mode Instrument \(TKI\)](#)
- [DDI's Create an Inclusive Environment Series](#)

## EMPLOYEE INVOLVEMENT GROUPS

Establishing Employee Involvement groups is a great way to get employees involved in DEIA work. Here are a few examples.

GROUP	DESCRIPTION
<b>Culture Committees</b>	Keepers of the culture. They create culture stories, share organizational rituals, organize milestone celebrations, offer guidance on when to seek culture fit or culture add, and provide feedback to leadership about the culture.
<b>DEIA Committees</b>	Ensure everyone in the organization is valued, respected, and included, regardless of background and identity. Works on initiatives such as recruiting and retaining diverse talent, promoting equitable policies and practices, and providing DEIA education.
<b>Business Resource Groups (BRGs)</b>	Comes together based on shared characteristics or interests. Focused on professional development, mentorship, and community outreach.

<b>Change Networks</b>	Speaks to how changes impact various stakeholder groups. May communicate changes to teams and/or serve as liaisons to leadership or project team.
<b>Political Action Committees (PACs)</b>	Solicits money from employees to make contributions in the name of the PAC to candidates and political parties whose political agenda aligns best with the organization’s mission, priorities, and goals.

Did you know that many employees consider an organization’s social and environmental commitments when deciding where to work? Your Employee Involvement Groups can help you engage employees in philanthropic giving. Here are a few examples of charitable giving, volunteer opportunities, and philanthropic events to consider.

<b>CHARITABLE GIVING</b>	<b>VOLUNTEER OPPORTUNITIES</b>	<b>PHILANTHROPIC EVENTS</b>
<p><b>Mission Aligned Giving</b> Select causes and/or non-profit organizations aligned with your organization’s goals</p> <p><b>Employee Volunteer Grants</b> A monetary grant to organizations where employees volunteer regularly</p> <p><b>Board Grants</b> A monetary grant to organizations where your leaders and/or employees serve on boards</p>	<p><b>Employee Volunteer Opportunities</b> Provide 1-2 hours per month or quarter for an employee to volunteer at a non-profit organization of their choice OR one that the organization supports</p> <p><b>Team Volunteer Events</b> Provide 1-2 hours per quarter for teams, committees, or groups to volunteer at a local non-profit organization together</p>	<p><b>Walks, Races, or Rides for a Cause</b> Organize opportunities for teams, committees, or groups to participate in a local and cause-focused walk, race, or ride together</p> <p><b>Events for a Cause</b> Organize opportunities for teams, committees, or groups to attend a local and cause-focused event together</p>