



What Diversity and Inclusion Conversations Should You Have?

Are you unsure of how to lead productive, non-judgmental conversations about race and equity in your organization?

Here's a quick assessment of the types of Diversity and Inclusion policies that could be initiated and then transparently and repeatedly communicated throughout your organization. Are you satisfied with your policies and communication practices?

Roshini Performance Group High Stakes Communication Content can help you elevate your organization's status and improve your communication for more inclusive results.

What Diversity and Inclusion Policies have you discussed, chosen to work on, implemented and communicated with employees about:

Diversity Equity and Inclusion Benchmark	Yes, we have done this	No, we have not done this	Communicated the results from this work? If yes, to whom?	Communicated the results from this work? If no, who should know?
Organization conducted a DEI audit in the past 12 months that assessed the Shared Vision, Policies & Structures, Workplace Environment, and Staff Practices				
The organization has robust, well-crafted, and consistently followed anti-discrimination policies				
An ongoing DEI taskforce, working group, or committee is established with people from all types of identities, positions and roles				
Minority and majority, frontline employees and managers are included in the design and assessment of the programs to ensure the programs will work and take hold				
Metrics are used to measure progress over time and leaders are held accountable for the results				

The organization has ongoing effective training to mitigate biases and increase cultural competency				
The organization has identified and removed bias from evaluation and promotion decisions				
Bias is identified and removed from day-to-day interactions, such as in how teams are staffed or how meeting attendance is decided				
There are formal sponsorship programs				
There are individual roadmaps for advancement				

Source: <https://hbr.org/2019/02/survey-what-diversity-and-inclusion-policies-do-employees-actually-want>

We coach you to conduct courageous conversations with an audience analysis approach or facilitate those conversations through virtual or in-person settings.

Contact us to **help you:**

- ★ Craft your customized DEI communication plan to acknowledge you see, hear and will address the needs and challenges of internal and external stakeholders
- ★ Use a proven communication formula to guide crucial conversations and assist with strategy discussions around DEI topics
- ★ Assess subtextual message awareness of team members and leaders
- ★ Grow leaders' abilities to conduct and participate in courageous conversations

To learn more about High Stakes Communication Coaching:

e-mail: hello@roshinigroup.com or call us: 612.910.0826

Make inclusion a natural part of your brand identity today.