

Playbook

DEI In Action

A practical guide to building inclusive and equitable workplaces

Advancing Your DEI journey

Building a truly diverse, equitable, and inclusive workplace starts with understanding where you are and defining a path forward. This playbook provides the tools and frameworks to advance your DEI journey, creating meaningful, measurable progress.

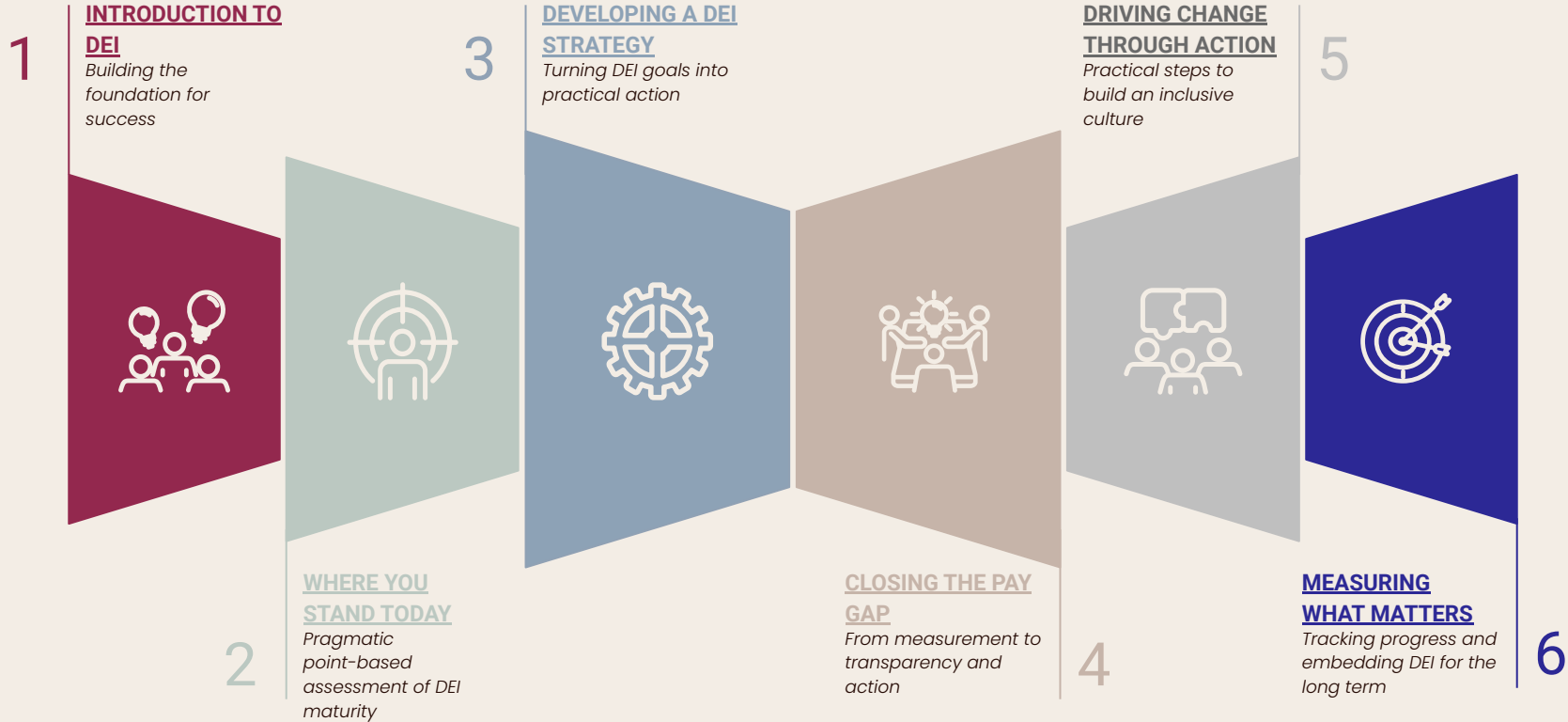
Inside, you'll find:

- A framework for assessing your current DEI maturity and identifying key focus areas.
- Practical steps for developing and executing a DEI strategy tailored to your organization.
- Clear guidance on addressing pay equity, including actionable steps to close gaps.
- Tips and templates for implementing initiatives like Employee Resource Groups (ERGs) and DEI ambassadors.
- Methods for tracking progress and embedding DEI into your long-term strategy.

This guide helps you move from intent to impact in creating a workplace where diversity, equity, and inclusion thrive.

Anna & Noor

In case you have any further questions or looking for support don't hesitate to email info@invested.team



1 | Introduction to DEI

Building the foundation for success

Laying the Foundation for DEI Success

Diversity, equity, and inclusion (DEI) are more than buzzwords. They are critical to building a high-performing, innovative, and sustainable organization. This chapter lays the foundation for understanding DEI, explaining its importance, and outlining the framework used throughout this playbook.

By defining the core principles of DEI and exploring the business case, you'll gain clarity on why these efforts matter and how they align with your organizational goals. Whether you're starting with compliance or striving to lead in DEI, this chapter helps you set a strong starting point for your journey.

What is DEI?

Diversity

The essence of **diversity** is representation. A range of different identities, experiences, and perspectives represented in your workforce.

Equity

Creating **equity** means equal access to opportunities, career advancements, and recognition. You ensure fair treatment, access, and opportunities by removing systemic barriers.

Inclusion

Providing a sense of belonging in the workplace is known as **inclusion**. Inclusion is about creating a culture where everyone feels they belong and can contribute fully.

Excited to take the next step?

You've just seen a sneak peek of this playbook. It's designed to provide actionable templates and includes three expert sessions to guide you through tailored implementation.

Get the full playbook today!