

Foundational	
Actions	Tools
<ul style="list-style-type: none"> • Establish a team with ownership for DEI (formal or informal roles); ensure budget, remit and executive support. • Set overall goals to improve metrics (actions and/or outcomes). • Identify specific actions to achieve those goals. • Ensure resource availability for implementation. 	<ul style="list-style-type: none"> • Setting Diversity and Inclusion Goals • How to develop a Strategic DEI Plan • Strategy Toolkit and Templates • MIT Strategic Action Plan

Embedding	
Actions	Tools
<ul style="list-style-type: none"> • Ensure a DEI governance/infrastructure is in place. • Build a holistic strategy with actions connected to underlying issues evidenced by data rather than implementing a list of 'best practices'. • Require individual DEI goals and actions that are incorporated into the performance evaluation process. 	<ul style="list-style-type: none"> • Launch a DEI Committee • DEI Council Toolkit • Roadmap to Diversity and Inclusion • How to set DEI Goals • Individual DEI Goals

Leading Edge	
Actions	Tools
<ul style="list-style-type: none"> • Demonstrate commitment to significant annual improvements in meeting DEI goals consistently year over year. • DEI reports to CEO/business rather than to HR. 	<ul style="list-style-type: none"> • Positive Action (see p 33) • 11 ways to bring your DEI strategy to life • Diversity, Equity, Inclusion & Belonging: Designing for a Post-Pandemic World



About the Author

[Betsy Bagley](#) is Pulsely's Co-Founder and DEI Director.