

Now that you've completed this chapter, take a moment to reflect on the questions below in relation to your organization. Utilize the answers to these questions to build your Dimensions of Diversity strategy.

How have you aligned your DEIB efforts to your mission, vision, and values? If you have not, why? What is holding you back?

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How are you actively tracking the demographics of your talent for all levels?

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How are you including topics of DEIB in your talent development and onboarding program?

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What is your organization doing to measure the climate and intergroup interactions?

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What current initiatives does your organization have related to DEIB, and if you were going to categorize them using the framework, where would you place them?

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How are you using data to guide your DEIB efforts?

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