

# DEI and Our Employee Experience

Why belonging matters.



82%

"I want to be seen as a person, not just an employee."

Source: 2021 Gartner EVP Employee Survey



"I believe my organization actually sees me this way."



Source: 2021 Gartner EVP Employee Survey

Let's talk.

Go to www.menti.com and use code 4923 1891



#### **Self-actualization**

desire to become the most that one can be

#### **Esteem**

respect, self-esteem, status, recognition, strength, freedom

### **Love and belonging**

friendship, intimacy, family, sense of connection

#### **Safety needs**

personal security, employment, resources, health, property

### Physiological needs

air, water, food, shelter, sleep, clothing, reproduction

## Maslow's hierarchy of needs

ncsecu.org Source: Getty Images

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ncsecu.org Source: Getty Images



## Why.



# Financial performance.



# Employer of choice.



## Innovation + growth.



## Employee engagement.



## Better decisions.



## How?



## **Take 10.**



## Questions?



## Thank You.

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**Culture Department** 

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