

# TOOLBOX: STRATEGIES FOR NAVIGATING SHIFTING PRIORITIES IN DEI

This toolbox serves as a comprehensive set of strategies to empower HR professionals and DEI thought leaders in navigating the complexities of shifting priorities and fostering a workplace culture that embraces diversity, equity, and inclusion.

## 1. Continuous Learning Initiatives:

**Strategy:** Implement ongoing training programs for HR professionals and DEI leaders to stay informed about evolving best practices and emerging trends in diversity, equity, and inclusion.

## 2. Data-Driven Decision Making:

**Strategy:** Leverage data analytics to track diversity metrics, identify trends, and make informed decisions on DEI initiatives. Regularly assess the impact of programs and adjust strategies accordingly.

## 3. Leadership Commitment and Accountability:

**Strategy:** Engage leadership in establishing clear DEI goals, holding them accountable for progress, and integrating DEI metrics into performance evaluations.

## 4. Holistic Employee Resource Groups (ERGs):

**Strategy:** Strengthen ERGs to provide a supportive network for employees, fostering an inclusive environment. Encourage collaboration between ERGs to address intersectionality.

## 5. Inclusive Recruitment Practices:

**Strategy:** Regularly review and update recruitment processes to ensure they are unbiased and actively promote diversity. Encourage diverse sourcing channels and partnerships.

## 6. Flexible Work Policies:

**Strategy:** Advocate for and implement flexible work arrangements to accommodate diverse employee needs, contributing to a more inclusive workplace.

## 7. Mentorship and Sponsorship Programs:

**Strategy:** Develop and expand mentorship and sponsorship initiatives to support underrepresented talent, providing guidance, and creating pathways to leadership roles.



## 8. Cultural Competency Training:

**Strategy:** Offer cultural competency training for all employees to enhance understanding and collaboration across diverse teams.

## 9. Regular Diversity Audits

**Strategy:** Conduct regular audits of HR practices and policies to identify areas for improvement and ensure alignment with DEI objectives.

## 12. Collaboration with External Partners

**Strategy:** Engage with external organizations and DEI experts to bring fresh perspectives, benchmark against industry standards, and stay at the forefront of inclusive practices.

## 13. Intersectional Approach

**Strategy:** Ensure DEI strategies consider and address intersectionality, recognizing the unique challenges faced by individuals with multiple dimensions of diversity.

## 14. Accountability Frameworks

**Strategy:** Develop clear accountability frameworks that outline responsibilities, timelines, and outcomes for DEI initiatives.

## 15. Resource Allocation for DEI

**Strategy:** Advocate for dedicated resources, budgets, and staffing to support the effective implementation of DEI programs.



**PROVIDED BY DIVERSITY, EQUITY, & INCLUSION STRATEGIES BY SLONE PARTNERS**

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