

DEI planning & assessment



Organizational Strength (OS)	Talent Management (TM)	Community Building & Advocacy (CBA)	Business Performance (BP)	Societal Engagement (SE)	Regulatory Compliance (RC)
<ul style="list-style-type: none"> Vision & Plan Resource Alignment Relationships & Influence Institutional Knowledge & Organizational Learning Information Assets Team Skills Access to Functional Support Internal Reputation 	<ul style="list-style-type: none"> Workforce Development (Representation) Culture Shift (Inclusion) Employee Well-Being Employee Effectiveness 	<ul style="list-style-type: none"> URM Participation “Outside-In Bridging” “Inside-Out Bridging” Intercommunity Coordination 	<ul style="list-style-type: none"> Business Case & Incentive Alignment Integration Return on Diversity 	<ul style="list-style-type: none"> Board & Investor Engagement Social Responsibility (Doing Good) Hal Effects (Be Seen Doing Good) 	<ul style="list-style-type: none"> Cultural Reinforcement Proactive Mitigation Recognition & Escalation

25 Management Attributes Across 6 DEI Strength & Impact Areas