

impact priorities that drive next-gen DEI organizations

DEI impact priorities...

Regulatory
Compliance

Community
Building &
Advocacy Support

Talent
Management

Business
Performance

Societal
Engagement

...drive DEI development priorities

Resource
Enhancements

DEI Team
Upskilling

Cross-Functional
Support Network

Data & Analytics
Upgrades

Relationship
Capital

Align Budget and
Staffing
with the Scale, Scope
and Complexity of
DEI's
Mission

Add or Expand
Change Management
and Other Key
Capabilities

Establish Ongoing
Access
to Non-Core
Functional
Support (Legal, HR,
IT,
Finance,
Communications)

Define Decision
Support Inputs to DEI
and Reporting/
Scorecard Outputs

Expand Advisory and
Implementation
Networks
Internally and
Externally