



DEI: WBA Members Key Considerations and Lessons Learned

WBA DEI Task Force

June 7, 2021

- Tie DEI initiatives directly to mission, values, and strategic plan: do not make it a separate item that HR or the DEI Committee are fully responsible for.
- Prepare for pushback from individuals– and have the hard conversations
- Have a communication plan that addresses the tough conversations. See the book Inclusive Conversations; <https://www.wintersgroup.com/inclusive-conversations-is-available-now/>
- Find the sweet spot preparing enough to get started, and not so much that team members feel that everything is already solved. Balance of day job and this initiative.
- Be able to articulate the why
- It is your journey; don't compare your journey with another's (person or institution)
- Be patient –baby steps; it's a marathon, thoughtful execution
- Get executive leader to champion
- Any success is a success--recognize and celebrate along the way--incremental change & success
- Don't get overwhelmed with the magnitude or perfection; the goal is progress
- Integrate throughout the organization (Integrate goals from strategic plan to departmental production goals.)
- Define the role of the council–information and contributors/solution recommenders versus decision makers; build a selection process
- Create organization for courageous conversations that are ongoing communication and conversations/town hall open forum
- Establish predictable patterns for trainings, committees, fireside chats and townhalls.