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Thought Partner
SOLUTIONS
RE-ACT for CHANGE™
EDUCATIONAL SERIES
BEDI Recruitment, Retention, & Development
Human Resources Leadership Association
October 21, 2021
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Power Definitions: BEDI

Belonging - The feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group or place.

Equity - Structurally and systemically, everyone in the organization has *access* to the *opportunities* and the *resources* they need to *thrive*.

Diversity - The ways in which people from different demographics experience the community differently - that may affect their *experience* in terms of engagement, communication, and inclusion.

Inclusion - The ability of the community to ensure that all social identities are fully integrated into the cultural dynamics, leadership, and decision-making structures

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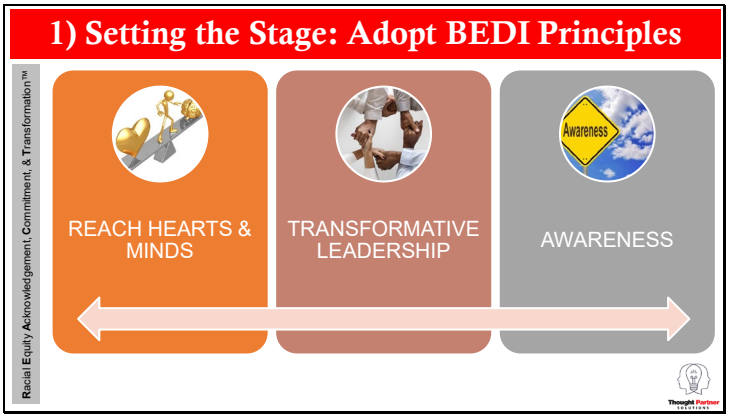
1) Setting the Stage: Adopt BEDI Principles
Racial Equity Acknowledgement, Commitment, & Transformation™
REACH HEARTS & MINDS
TRANSFORMATIVE LEADERSHIP
AWARENESS
Awareness
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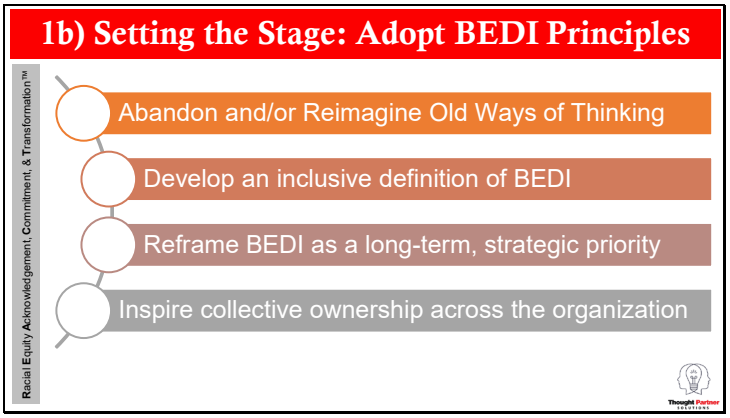
1b) Setting the Stage: Adopt BEDI Principles
Racial Equity Acknowledgement, Commitment, & Transformation™
Abandon and/or Reimagine Old Ways of Thinking
Develop an inclusive definition of BEDI
Reframe BEDI as a long-term, strategic priority
Inspire collective ownership across the organization
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2) HR BEDI Audit
Racial Equity Acknowledgement, Commitment, & Transformation™
Self-Actualization
Esteem Needs
Social Needs
Safety Needs
Physiological Needs
Gaps
Opportunities
Experience
Needs
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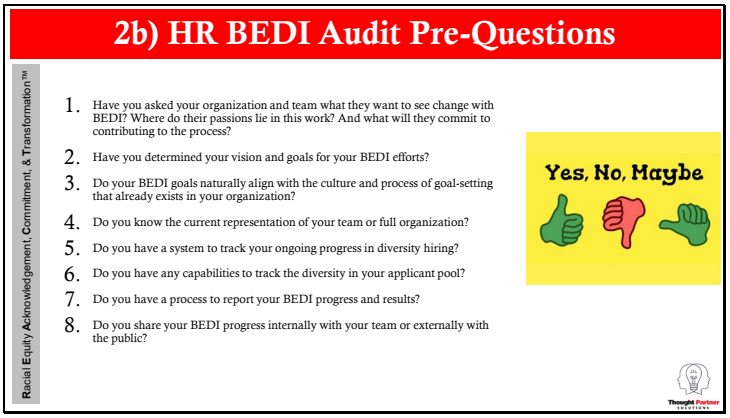
2b) HR BEDI Audit Pre-Questions
Racial Equity Acknowledgement, Commitment, & Transformation™
1. Have you asked your organization and team what they want to see change with BEDI? Where do their passions lie in this work? And what will they commit to contributing to the process?
2. Have you determined your vision and goals for your BEDI efforts?
3. Do your BEDI goals naturally align with the culture and process of goal-setting that already exists in your organization?
4. Do you know the current representation of your team or full organization?
5. Do you have a system to track your ongoing progress in diversity hiring?
6. Do you have any capabilities to track the diversity in your applicant pool?
7. Do you have a process to report your BEDI progress and results?
8. Do you share your BEDI progress internally with your team or externally with the public?
Yes, No, Maybe
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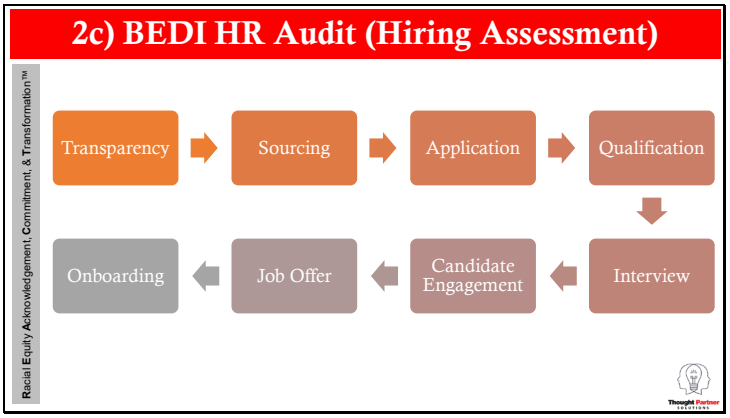
2c) BEDI HR Audit (Hiring Assessment)
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Transparency
Sourcing
Application
Qualification
Interview
Candidate Engagement
Job Offer
Onboarding
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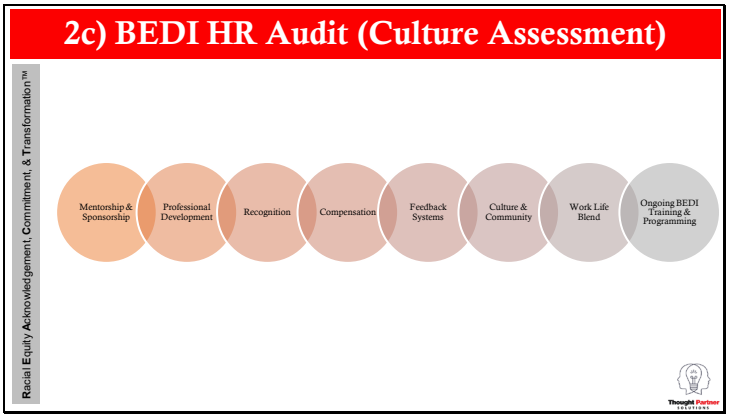
2c) BEDI HR Audit (Culture Assessment)
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Mentorship & Sponsorship
Professional Development
Recognition
Compensation
Feedback Systems
Culture & Community
Work Life Blend
Ongoing BEDI Training & Programming
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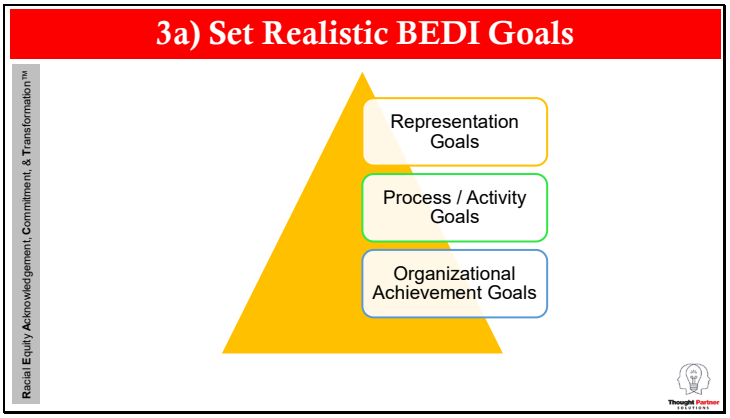
3a) Set Realistic BEDI Goals
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Representation Goals
Process / Activity Goals
Organizational Achievement Goals
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3b) Set Realistic BEDI Goals

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A survey by *Forbes Insights* of more than 300 senior executives – 32% who were in HR or talent management – found their companies' diversity and inclusion priorities include:

- 65% said recruitment of diverse employees (representation)
- 44% said retention of diverse talent (organizational & representation)
- 35% said ensuring diversity in the workplace (process/activity)
- 29% said developing a robust pipeline of diverse talent (process / activity)
- 28% said managing cross-generational issues (process /organizational)

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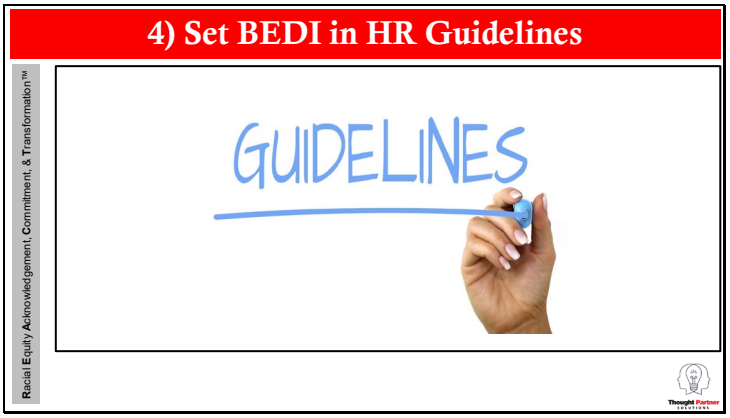
4) Set BEDI in HR Guidelines
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GUIDELINES
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5) Implement Pro-BEDI Strategies

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- **Training** people at all levels on topics like unconscious bias
- **Integrating** diversity and inclusion strategies in recruitment, performance management, leadership assessment, and training
- **Creating** employee networks (e.g, employee resource groups, community outreach groups)
- **Accepting** and honoring multiple religious and cultural practices
- **Strengthening** anti-discriminatory policies
- **Reporting** goals and measuring progress with an externally visible scorecard to measure progress including metrics for recruiting, promotion rates, compensation levels, turnover, participation in ERGs

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