

A Framework for Change

How to Improve Diversity, Equality, Equity, and Inclusion at your Organization

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In order to unpack deep-rooted, systemic biases, organizations must challenge the status quo by taking an active role in leading change. While these actions are driven by organizations, the case for change is built through education and buy-in of individuals. In order to drive change through action, organizations must first acknowledge the problem and recognize the need for improvement.

Very few organizations have a comprehensive framework for cultivating diversity, equality, equity, and inclusion (DEE&I). In an effort to either establish or refresh one for your organization, we recommend using the five key impact areas below to assess, improve, and invest in corporate and social equality:



EXECUTIVE REPRESENTATION | Obtaining equitable representation of minority leadership at the C-suite and board levels will enable a more inclusive organization that advocates on behalf of all its employees. Currently, only 2% of Fortune 500 CEOs are Hispanic, 2% are Asian, and 1% are Black. Additionally, only 1% of Fortune 1000 Board members are women.¹



CULTURAL RECOGNITION AND INCLUSIVITY | Fostering a workplace environment where all individuals feel respected and included is essential for sustaining a positive culture. When companies successfully advance diversity initiatives and promote inclusive practices and behaviors, **83%** of millennials show increased engagement.²



DEVELOPMENT AND RECRUITING EQUITY | Removing racial discrimination in talent acquisition and professional development requires companies to invest in eliminating unconscious biases that unfairly hinder success. Unfortunately, White candidates are still more likely to receive a callback than equally qualified Black Americans and Latinos, by **36%** and **24%** respectively.³



COMMUNITY EQUALITY | Uniting the community, from youth groups to small businesses, requires a significant investment of time, money, and resources to eliminating social, economic, and educational disparities. For **45%** of Black students in America, high school is their highest level of formal education and only **15.3%** graduate with a bachelor's degree.⁴



SUPPLIER DIVERSITY INVESTMENT | Resolving disparities in entrepreneurial business endeavors, including limited access to financial, human, and social capital for minority-owned businesses, will create a more holistic workforce. Currently, Black-owned firms are less likely to receive financial support than White-owned businesses by a factor of **2:1**.⁵

In all of our interactions, DayBlink challenges business leaders to **be bold** and **take action**. As of 2017, only **20%** of the Fortune 500 made any diversity information publicly available, and only **3%** released complete race and gender data.⁶ By utilizing metrics to **encourage and enforce accountability** across each of these 5 areas, you will be one step closer to setting your organization apart from the rest.

At DayBlink, we assist organizations in having these complex and difficult conversations, enabling common understanding, and developing sound solutions for the future. To learn more about our DEE&I services, please contact Kenneth Merritt at Kenneth.Merritt@dayblink.com.

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⁶https://www.diversitybestpractices.com/sites/diversitybestpractices.com/files/attachments/2017/07/fortune_500_1000_commitment_0.pdf