

## Global Diversity Equity Inclusion Practices

**Cultures** are constantly evolving and changing. We shouldn't strive for cultural competency but cultural humility.

**Global and Local** is the approach to creating a unified and tailored vision for DEI efforts.

A **3-Step Process** for organizations looking to build out a new DEI program:

- **Resources:** The organization should allocate budget and work cannot be done by volunteers alone.
- **Leadership Buy-In:** Leaders have access to resources and support the program.
- **Strategy:** Create a 1/3/5 year plan and evaluate it annually to keep up with evolving cultures.

There is no "silver bullet" for making everyone feel like they belong. Make smaller changes which will lead to bigger changes over time.



Created by Diya Khanna