Intersection of D&I and Total Rewards

**WHAT IS DIVERSITY?**
The presence of differences that make each person unique

**WHAT IS EQUITY?**
Approach to ensure everyone has access to same opportunities

**WHAT IS INCLUSION?**
The full engagement and development of all employees

Look upon unconscious bias as fallen leaves... accept, analyze, understand, reflect, sweep, collect, throw away. — Anita Nahal

Providing opportunities to engage across differences in ways that are positive increase our understanding of differences and helps build trust.

Sharing stories can build bridges across differences and open the communication.

“Higher brain” plays a critical role in one’s ability to demonstrate inclusive behaviors consistently.

Trusted Ten

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If you don’t believe in your own story, no one else will. -- Bhaavna Arora

Fair Process

People care about the decisions you make, but they care even more about the process you used along the way...

Engagement

Invite stakeholders to participate including employees (at all levels) who are impacted by benefit additions/changes. This includes middle managers who can be valuable communication partners.

Key output: Ability to hear from those who are most affected—test the perceived value.

Explanation

Clearly communicate the information gathered—details of the decision process, rationale, and criteria.

Key output: While your intranet is a repository of immense information for employees, evaluate how it performs in relation to communicating messages and identify alternate, influential vs. formal channels.

Expectation Clarity

Articulate specific implications for those affected e.g. requirements to participate, management expectations to participate, etc.

Key output: Incorporate both strengths and opportunities that incorporate performance expectations, expressing employee’s value to the organization, etc.