DEI in the Workspace

A Simple Resource Guide

Implementing Diversity, Equity, and Inclusion (DEI) into the workplace is necessary for progress, but where do you start? Here are some resources to help guide internally led DEI implementation.

About this resource:
This is a compilation of resources that guide implementing DEI lenses into the workspace. These resources are gathered from a Colorado Community Center Board (CCB), currently working with a consultation company.
Consultation group: The Equity Project A consultation group that provides the structure, the tools, and the facilitation to create internal and external facing systems that address equity.
The CCB has a working DEI committee that is actively exploring all resources, working closely with the consultation group in implementing a DEI plan of action.
DEI committee timeline June 2020-2025/ongoing; the resource list will be updated ongoing as the LEND Fellow is a part of the DEI Committee.

How it can be used?
Resources are shared to provide supports to individuals/groups that are looking to implement DEI lenses, guided internally, alongside, or without a consultation company.
Resources are listed by topics following The Employee Life Cycle.
The Employee Life Cycle

DEI resources following

Read more about Employee Life Cycle click below

1. Strategy
   - Strategic workforce plan designed to deliver corporate strategy

2. Attract
   - Being an appealing inclusive employer

3. Recruit
   - Enabling all talent to successfully apply

4. Onboard
   - Ensuring all talent is understood and all staff trained

5. Learning and Development
   - All talent represented and included

6. Reward, Recognition, & Benefits
   - All talent's needs catered for

7. Progression & Performance
   - All talent performance management consistent

8. Retain / Exit
   - Talent that wants to stay. Learn from & manage exits.

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Take me to my online resource guide

Each resource indicates which topic it supports according to The Employee Life Cycle

View your online resource list click HERE

Resources are categorized:
- Who may benefit, intended audience
- Brief description
- Links, visual attachments, or downloadable articles
- Commentary on how the resource was implemented
- Actionable items- tool kits, trainings, discussion topics

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