
MOVING BEYOND DIVERSITY TO EQUITY AND INCLUSION

ABOUT THE GUIDE

Diversity in the workplace is only the beginning. Inclusive hiring and workforce diversity are crucial steps, yet they are merely stepping stones to the ultimate destination, not the final stop. True transformation happens when we advance to inclusion, equity, and a sense of belonging for everyone. At McVaugh Consulting, we are dedicated to guiding you further. To gauge where your company currently stands and to envision where it could be, consider the following thought-provoking questions designed to assess and enhance your organization's DEI maturity.



KNOW YOUR WHY

It is important to know your why. Why is it important to your organization to prioritize diversity, equity, and inclusion? Is it because you are cultivating an environment that leads from heart and care for others, or is it because you are trying to appease your stakeholders? Clarifying your why before embarking on this process is an integral first step that will help streamline your intentions, cultivate transformation, and bring you further along the stepping stones towards equity, inclusion, and ultimately belonging.



mcvaughconsulting
.com



mcvaughconsulting@gmail.com



@mcvaugh_consulting

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- How diverse are your staff? Do you have different genders (including nonbinary and transgender folx), races, ethnicities, religions, ages, abilities, etc.? Are they diverse at every level or just entry level positions?
- What does your on-boarding process look like? Do you onboard people with the expectation that they will act in ways that align with your company's DEI expectations?
- How do you communicate what your organization values? Do you have a clear values statement that is actionable that employees can align themselves with, especially around issues of diversity, equity, and inclusion?
- What are your practices around an equitable work environment? (I.e. work from home if applicable, flexible work hours, 4:10 or 9:80 schedule, extra support when employees need it, health care coverage that includes IVF or transgender health care, places for lactating parents to pump, and much more)
- Are you providing time for your employees to interact as humans and get to share their stories with each other?
- Are you doing simple inclusion work like adding pronouns to email signatures or business cards, or acknowledging the land that your organization exists and works on?
- What work has your organization done around specific implicit bias and DEI training so that your organization has a shared level of knowledge?
- Do you encourage your staff to bring their whole person to work including all their intersecting identities, or do you expect them to show up and leave parts of themselves at the door?



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LIMITED TIME OFFER

These just are some questions to get you started in your assessment process of how diverse, equitable, and inclusive your organization is. If you want help and guidance along this journey, **reach out before December 1st to schedule a 30 minute intro call. For members of The Synergy Connection Summit**, I will offer this intro call at no charge! I will help you determine where your organization is in your DEI efforts and how I can support you moving from diversity to inclusion and equity!



ABOUT ME



Meet Kristen — not just a Master's candidate at Cal State Fullerton diving deep into the world of Sociology, but also the dynamic force spearheading the Diversity, Equity, and Inclusion initiatives for the University's Associated Students Inc. Her dual role as a dedicated sociologist and an impassioned DEI advocate enriches her drive to foster inclusive environments both academically and professionally. But that's not all. In the moments away from her studies and leadership duties, Kristen channels her expertise into life coaching. She's committed to empowering women and LGBTQ+ individuals, providing them with the tools and support to expand their businesses and carve out fulfilling careers in the professional realm. With Kristen, growth and support go hand-in-hand.



mcvaughconsulting
.com



mcvaughconsulting@gmail.com



@mcvaugh_consulting