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Drive Change with Meaningful Goals

Diversity, Equity, and Inclusion (DEI)

In your DEI goal setting journey, understand the challenges, plan to include everyone's perspective, create measurable goals, and promote accountability for all stakeholders - from the CEO to individual team members.

Because change can happen only when everyone works together!

Understanding DEI Challenges

- [ ] Can you identify different employee segments (e.g., demographics, department, identities, and interests)?
- [ ] How can you engage employees impacted to better understand their needs, first-hand experiences, and DEI challenges? (e.g., Through ERG groups, employee pulse surveys, and 1:1 discussions and meetings)
- [ ] What are the solutions that can address the key challenges?
- [ ] How can existing policies and processes be reviewed to resolve critical DEI issues?

DEI Goal Planning

- [ ] Have you included everyone's voice in the conversation about DEI goals and overall company direction?
- [ ] Are DEI goals and opportunity areas beneficial to everyone?
- [ ] Can you articulate change strategies relevant to different groups of stakeholders to drive them to action?
- [ ] To make the initiatives successful, who must be involved and what are the outcomes that matter to them?

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DEI Goals and Objectives Implementation

- [ ] How are the DEI initiatives prioritized along with other business objectives and goals?

- [ ] For every DEI initiative, have you set an Objective that reinforces the required change in culture and improvement of the process?

- [ ] Have you set measurable outcomes or Key Results (KRs) for every DEI Objective to measure progress?

- [ ] What are the KPIs that can define the success of the DEI initiative?

- [ ] Is there a cadence of regular check-ins scheduled to ensure KPIs and KRs are on track?

- [ ] What are the metrics that determine senior leadership accountability of outcomes for all DEI initiatives?

- [ ] Do you have dedicated employee resource groups (ERGs) that can serve as internal communities to promote shared interests?

- [ ] Are ERG goals aligned with DEI goals and priorities and expectations of employees?

- [ ] What process or tool is needed to equip and encourage employees to actively contribute to DEI initiatives?

Make impactful improvements and create actionable DEI-driven goals . A dedicated OKR software can align and help you achieve your diversity and inclusion smart goals.

[Launch DEI OKRs Effectively](#)