

My DE&I Action Framework



We strongly believe that being more inclusive and increasing diversity in the workplace can help towards solving any business problem. More perspectives and different experience can only benefit innovation and problem solving.

This template will help you to think through a real business problem or goal you have, as an individual or as a team, and help you to identify how you are going to leverage diversity to solve or achieve it.

You can use this document as many times as you like, for multiple goals, and keep coming back to it to update it as the goalposts move or you make progress. The questions match those in the DE&I Action Framework digital learning, so have this open at the same time and fill it in when you're directed. The most important thing is to take action. **Let's go!**



Q1: **What is one goal you're trying to achieve, or a problem you need to solve in your work right now?**
Remember this could be anything you're working on, a performance goal, a problem with a project?

Q2: **Where do people come into this goal or problem?**
Whether colleagues or customers, what role do people play in what you're doing, and most importantly, who is currently missing?



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Q3: What different perspectives would be useful?

*Think about who is missing, or what demographics you're not representing?
These could provide inroads to untapped markets or unique insights.*

Q4: How will you gain these perspectives?

*For example, can you bring in diversity or leverage what you already have?
Can you listen to customers from underrepresented groups?*

Q5: How will DE&I help me to achieve my goal/solve my problem?

*Bringing this all together, what impact do you think diversity could have?
For example, this could be in terms of innovation, representation or perspectives.*



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Q6: How am I going to hold myself or someone else accountable for this?

*What incentive or celebration could there be for achieving your diversity resolution?
Who will you tell about what you're going to do differently?*

Q7: How will I know they/we/I have done it?

*To reward yourselves, you need to know you've succeeded.
What measurable data or milestone will you be looking out for? What is your tangible goal?*

Q8: How can I make this the norm?

*Your diversity actions need to become regular and sustained.
How are you going to normalise them in what you do?*



Keep working, keep talking

DE&I is something that will never be complete. We all need to keep working towards inclusion in our workplaces. We'd love to see your pledges in the private LinkedIn Group '[DE&I Action Framework Group with Janet Stovall](#)'. Together – you, me and our fellow members – will create a community to share ideas, support, encourage and update each other on progress. You can also follow and boost the campaign by using the hashtag [#ipledgetomoveyourfeet](#) on LinkedIn and social media.

We have also created a template you can use to break your actions into a series of manageable tasks enabling you to track your progress and ensure that you keep moving your feet!

Think about your goal and the tasks you need to complete to get there, break these tasks down into actions and choose a series of actions you can complete each week. Make them realistic and achievable. This plan is a working document, as you move through your tasks you'll find new actions to add. Keep updating it and make sure you keep copies so you can see how far you've come.

Feel free to share your plan or reach out for support in the [LinkedIn group](#).



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You've done great work to get here. Now scroll down to the final page to add your tasks and actions to your DE&I Action Framework. You can also add who is accountable and the date the task or action will be completed. Then you'll have everything you need to make a difference to your business with DE&I.

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