



# Industry Top KPIs for DEI

**Measure key KPIs that drive impactful change.**

How do you know you're doing well? The following Industry Top KPIs for DEI should be measured in organizations who want to see impactful change. JP Enterprises has created a way to measure these KPIs through their Inclusive Leadership Assessment™, part of the Inclusive Leadership Accelerator™.

## Leadership

- Level of comfort and confidence of senior leadership leading conversations in DEI content areas (as measured by the Inclusive Leadership Assessment (ILA)™)
- Number of hours spent by senior leaders in DEI related small group discussions focused on organizational excellence (Minimum 12).
- Number of hours spent by mid-level leaders in DEI related small group discussions focused on organizational excellence (Minimum 12).
- Annual review of Chief Diversity Officer
  - Scope of work
  - Budget and its alignment to SOW

## Organizational/Structural

- A Pay Equity Analysis with a focus on underrepresented groups
- Regular (biannual) unconscious bias training designed specifically for Hiring Managers
- Ensuring all employee resource groups (or similar) have internal KPI's that are aligned with their purpose and the organizational mission.
- Executive level leadership on all ERG

## DEI SPOTLIGHT



Starbucks' recent article showcases their efforts to commit to access and disability inclusion.

**Diversity has always been all of the characteristics – see and unseen – that make us similar or different, however, some components are more impactful than others.**

As organizations build out their policies and practices around inclusion it advantages all of us when they do it 'out loud' and in plain view. This kind of leadership helps us all improve and carves a pathway for companies of all sizes to benefit from the struggles and successes of others!

## HANDLING THE HOLIDAYS

Each day, more Americans are dying from drug overdoses at their own hands and those of others. The nation's restaurants have been places where drugs appear and alcohol flows freely. But the influx of dangerous new drugs like fentanyl and carfentanil, combined with the stress of the pandemic and its impacts, have made matters far more deadly.

James H. Pogue, Ph.D shares his thoughts on Restaurant Business Online recent article on the topic and how to prepare for the upcoming holiday season.

Click below to read.





# Thinking Deeper: The Ajax Case Study

There are some who would say that we are in a 2.0 Diversity environment. That recent actions around the world have led us to a place where we ought to be looking at diversity, equity, inclusion and belonging with a different lens. Part of that different lens includes questions around leadership. Specifically, what does great leadership look like in this 2.0 environment and what ought to be the responsibilities of leaders

**"No awards were presented in areas where there were less than two nominations."**

The board made a commitment to look more closely at the nomination process, they made improvements to encourage nominations from both academics and industry. The nominations were revealed, and several awards had two or less nominations.

They were quite disappointed.

Discussion among the board was active and dynamic. Some thought a task force ought to be assembled to investigate the process and make recommendations. Still others thought something more distinct needed to occur.

A board member asked the critical question.

**"Is there any more information that a task force would give us that we do not already have?"**

A suggestion was made to forego any awards where there are two or less nominations. Again, a healthy and dynamic conversation ensued.

Questions about fall out...were laid out. Comments about how it would impact the industry were given time and discussed.

In the end the board agreed that this was the year to take a stand...and they did. No awards were presented in areas where there were less than two nominations.

The board communicated their decision to the organization, making clear their rationale and the authority to make the decision.



as they take more ownership of the challenges and solutions.

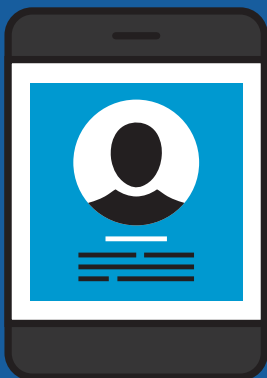
This case study provides a lens into one organizations journey, their challenge, and a series of tough decisions. Ajax is a company that has deep roots in the academic space. It has grown and developed into an organization that has a significant reputation and voice in industry as well. However, there has been a tension between the academics and the industry professionals for some time and it plays out in many ways.

Like many organizations they have made several commitments towards change and have identified various goals. One of their sets of goals was around the nomination for awards during their annual conference. In the past award recipients were heavily weighted towards men and academics.

## Join Us On LinkedIn

Make sure you are follow JP Enterprises on LinkedIn for the latests content, event information and more.

Click our logo below to check out our page.



## As you consider this story, please also consider the following questions:

Is there a version of this story that exists in your organization (past/present/future)?

Is this the kind of organization or set of leaders you would want to be (why or why not)?