

Ten  
Thousand  
Coffees



# 8 key considerations for successful DEI programs

Tips from DEI experts on how to engage every employee with a DEI experience that drives engagement, promotion and retention.

# Advice from the experts

## Event recap: How to build engaging DEI programs that drive positive business outcomes.

While there's no one-size fits all playbook for DEI in the workplace, DEI experts Jarvis Sam, CEO of The Rainbow Foundation and former Chief DEI Officer at Nike and Letecia Rose, VP of Diversity, Inclusion and Belonging at Canadian Tire agree that successful DEI programs share a few commonalities. Here are 8 key elements they consider when developing DEI experiences that drive engagement, retention, promotion and productivity.

### **Assess organizational needs and readiness**

Identifying gaps and understanding the maturity level of the organization when it comes to DEI allows you to build a program that addresses your specific needs.

### **Cultivate change champions outside of HR**

DEI is often seen as an HR-led initiative but true success comes with empowering employees and even customers to take ownership and be part of the change.

### **Foster a culture of (long-term) consequential accountability**

The most successful DEI initiatives incentivize leaders over a multi-year period, giving them time and space to drive lasting change.

### **Prioritize meaningful, human connections**

Programs that foster a sense of belonging (e.g. mentoring) or ownership (e.g. leader-led sessions) are key for getting employees engaged and driving retention and promotion.

### **Connect DEI initiatives to the corporate strategy**

Linking your DEI strategy to broader business initiatives and goals makes it easier to introduce stakeholders to the concept and communicate its impact on the bottom line.

### **Focus on sustained benefits rather than short-term goals**

Instead of prioritizing quick wins, practitioners should set long-term goals that account for the change management required to successfully foster workplace DEI.

### **Review progress towards DEI goals regularly**

While DEI requires a long-term strategy, it's important to set and monitor KPIs quarterly or annually and adjust programs as needed.

### **Leverage the right tools to scale programs efficiently**

When considering tools, it's important to ensure they are unbiased, customizable, and work together with your current ecosystem (HRIS, corporate messaging platform, etc.)

Interested in learning how 10KC can help you create a measurable DEI program that drives engagement, retention, promotion and productivity? Request a demo below.

[10KC.com/demo](https://10KC.com/demo)





# About 10KC



10KC is an all-in-one enterprise platform for inclusive mentoring, employee connectivity and skills development.



## Mentorship

Enable employees to reach their career goals through effective mentor-mentee relationships.



## Connectivity

Build culture and a sense of belonging by fostering connection among employees.



## Diversity, Equity & Inclusion

Advance the development and careers of diverse employees and allies.



## Onboarding

Accelerate employee productivity and belonging through buddy programs, networks and culture-building solutions.



## Early Talent

Give Early Talent (interns, new grads) the connections, skills and support needed to jumpstart their career.



## Leadership Development

Develop and grow high potential talent and people managers to lead in the new world of work.

Interested in learning how 10KC can help you create a measurable DEI program that drives engagement, retention, promotion and productivity? Request a demo below.

[10KC.com/demo](https://10KC.com/demo)



# Client List & Testimonials

Hundreds of companies trust 10KC with scaling their DEI initiatives that drive engagement, promotion and retention.



*"The modern approach to mentoring is leveraging technology. Often times mentoring programs are pen to paper, or Excel files - it's a manual process. With Ten Thousand Coffees' smart algorithms and data matching we have an opportunity to capitalize in a really meaningful way, and embed this in our wider talent management systems. We're able to track progress and success."*

**Elizabeth Nelson**  
Director, Diversity & Inclusion



THOMSON REUTERS

*"We're building a diversity and inclusion roadmap that's focused on impact, that'll be measured and communicated to our employees. Through technology and tools like Ten Thousand Coffees, our hope is that we'll democratize access to networks. We're looking to scale up because everyone needs to be part of the conversation."*

**David Simmonds**  
SVP Communications  
**MCKESSON**



Interested in learning how 10KC can help you create a measurable DEI program that drives engagement, retention, promotion and productivity? Request a demo below.

[10KC.com/demo](https://10KC.com/demo)



Ten  
Thousand  
Coffees

Trusted by the world's leading  
employers to create best-in-class  
talent development experiences



McKESSON

