



# D&I Goalsetting Worksheets

Lead Inclusively, Inc.  
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# Recap: Getting to the Action Plan



1. Begin with an assessment



2. Set strategy and goals/targets



3. Determine priority areas for interventions



4. Select third party support



5. Create action plan

# Setting D&I Goals

#	Goal Statement	Short Term (1 year)	Longer Term (2 yrs)	Measurement
1	Be known as employer of choice in our industry	Employer of choice in local business community	Employer of choice in our industry	Glass Door Rating or other recognition
2	Increase gender parity in senior levels (director level and above) in our organization	Increase gender parity by 5% by end of 2019. Stretch goal of 10% increase.	Increase gender parity by 10% by end of 2020. Stretch goal of 15% increase	Gender ratio
3	Inclusive behaviors training participation rate	Goal of 65%. Stretch goal of 75% in 2019.	Goal of 85%. Stretch goal of 95% in 2020.	Participation rates and feedback loop scores
4	Recognized by a reputable external D&I award/list.	1 award in 2019.	2 awards in 2020.	Number of recognitions
5	Host 4 events with a D&I focus	4 by end of 2019.	8 for 2019.	Number of events and evaluation feedback

# Constraints and Risks

Constraints	Mitigation
Lack of resources	Obtain consulting hours for support
Time constraints, HR, leadership, executive team	Clear planning and rollout so time is used effectively
Push back from managers around structure and requirements	Communicate value, benefits and anticipate resistance. Make their lives easier, efficient.

Risks	Mitigation
Communication is not on point. Employees do not understand D&I activities.	Upgrade corporate communication strategy and execution.
Discomfort from employees when discussing diversity topics	Upgrade corporate communication strategy and execution.
Misunderstanding around what the D&I initiative aims to achieve	Upgrade corporate communication strategy and execution.

# Setting D&I Goals

#	Goal Statement	Short Term (1 year)	Longer Term (2 yrs)	Measurement
1				
2				
3				
4				
5				

# *Thank you*

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