

# FINAL REPORT PANEL

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## Has corporate culture changed with the recent increase in DEI officers?

- Most companies saw a sharp increase of DEI positions post-George Floyd and saw a positive change in company culture.
- A minority of companies felt that DEI positions were a continuation of preexisting work.

## Are companies using outside consultants to address DEI in the workplace?

- Mixed responses; some companies such as the Chicago Community Trust used outside consultants
- For many, the internal creation/support of DEI infrastructure is prioritized over the need of outside consultation.

## Are companies using peer-mentoring programs to foster authentic, intercultural relationships?

- Around half of the companies interviewed had some form of a peer mentoring program.
- Some programs were currently inactive, external, or for individual employees or departments.
- Overall, there is a lot of development left to be done with peer mentoring.

## What companies are looking for in a peer mentoring program:

- Leaders mentoring potential leaders, examining allyship, enhanced internal promotion opportunities - *Dee Perkins, Thresholds*
- Buy-in and involvement from leadership - *Jill Stein, Slalom*
- Making these spaces personal, not solely work-related - *Ritu Malhotra, CVS*
- Has to promote relationships with other employees to have more personable conversations - *Zeeky Bukhala, GE*

# INSIGHTS AND FURTHER INQUIRY



## KEY TAKEAWAYS

1. We found non-profits to be more responsive to our questions and open to hearing about the EQUALS initiative.
2. Executives, such as CEOs and CFOs, seemed uncomfortable talking openly about DEI.
3. The buy-in and participation of company is essential to the mentorship program.
4. To receive open responses in interviews, emphasizing that we were not evaluating their DEI efforts was vital.

## FURTHER QUESTIONS

**How might we energize employees to have authentic conversations about DEI?**

**How might we market EQUALS to professionals who don't see or don't want to see their companies DEI issues while still communicating a need for the program?**

**How might we destigmatize the phrase 'DEI' for non-DEI trained professionals?**

## NEXT STEPS

- Key Contacts for Future Launch: Thresholds, MAXIMUS, & Slalom
- Targeting pitches to a DEI professional within the company
- Implementing pilot programs with leadership before full company rollout

