



DE&I and People Strategy Checklist

Pulse Check

1. Does my company have a specific DE&I focus? Can you explain it?
2. Do my company have a specific People focus? Can you explain it?

(If you answered “no” to any of these questions, use the checklist below)

Challenge Questions

1. Do I know who exactly I am bringing into my organization?
2. Are resources and opportunities fair and readily accessible for all employees?
3. Is our work environment truly inclusive?

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- Assess your organization’s current landscape and identify gaps
 - Map out your priorities (infrastructure, hiring, culture, etc.)
 - Focus on People Strategy – acquisition and management
 - Share, measure, co-create, evaluate, and launch again