



Effective Strategies – Equitable Systems – Strong Communities

Data-Driven DEI™: How to Foster Lasting Change in Systems and People

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WELCOME



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Today's Takeaways



1. Why *Data-Driven DEI™* is critical to personal and organizational growth.
2. The ingredient we've been missing for years.
3. Setting the groundwork for a successful DEI journey.

Meet Community Science

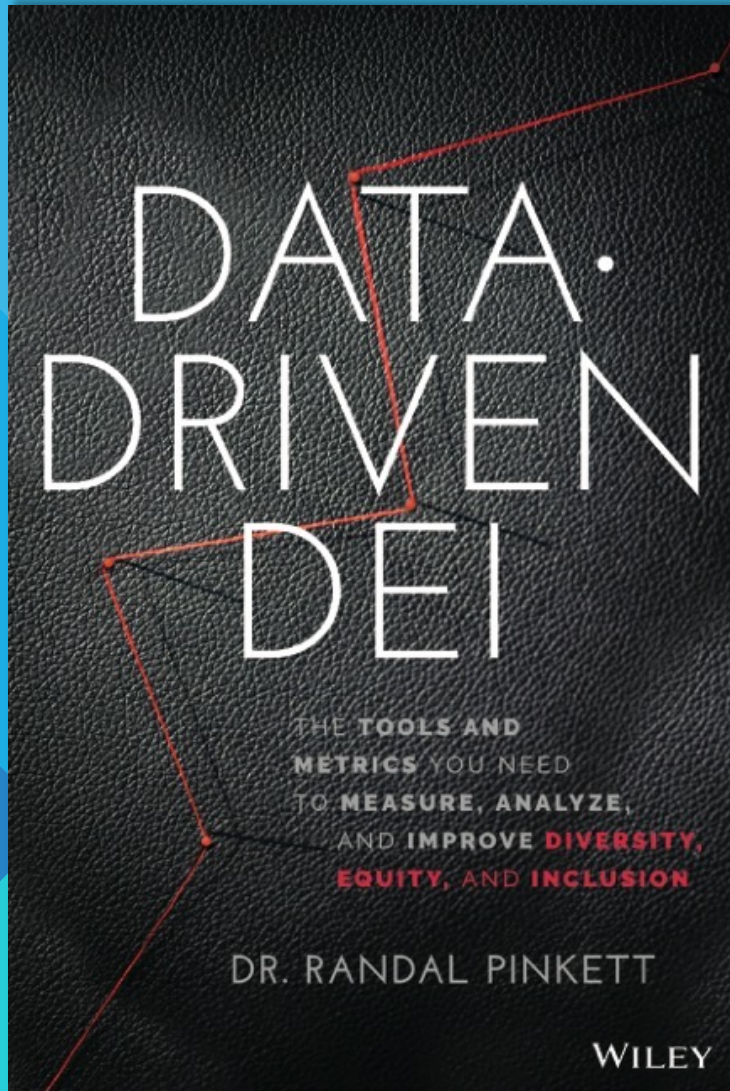
Effective Strategies. Equitable Systems. Strong Communities.

Community Science is an award-winning strategy, research and development organization that works with governments, foundations, and non-profit organizations on solutions to social problems through community and other systems changes fostering learning and improved capacity for social change.



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Data-Driven DEI: The Tools and Metrics You Need to Measure, Analyze, and Improve Diversity, Equity & Inclusion delivers a practical and research-based playbook to make your next DEI initiative impactful and successful.

Author Dr. Randal Pinkett, Managing Partner at BCT Partners, has created a straightforward, step-by-step process to assessing your current DEI practices and using that data to create a personal and organizational action plan.



What data do you think is necessary to inform DEI strategies?



Why *Data-Driven DEI™* ?

- **Hindsight:** *Data-Driven DEI™* helps you understand where you've been and where you are as you begin your DEI journey.
- **Foresight:** *Data-Driven DEI™* illuminates what is possible for your future DEI journey by identifying “what works.”
- **Insight:** *Data-Driven DEI™* clarifies the most efficient, effective, and optimal strategies for your DEI journey.
- **Oversight:** *Data-Driven DEI™* enables you to establish clear objectives, goals, strategies, and measures, with metrics and key performance indicators (KPIs), to manage performance and properly oversee your DEI journey.
- **Highlights:** *Data-Driven DEI™* allows you to gauge progress, evaluate results, and demonstrate impact at every step along your DEI journey.





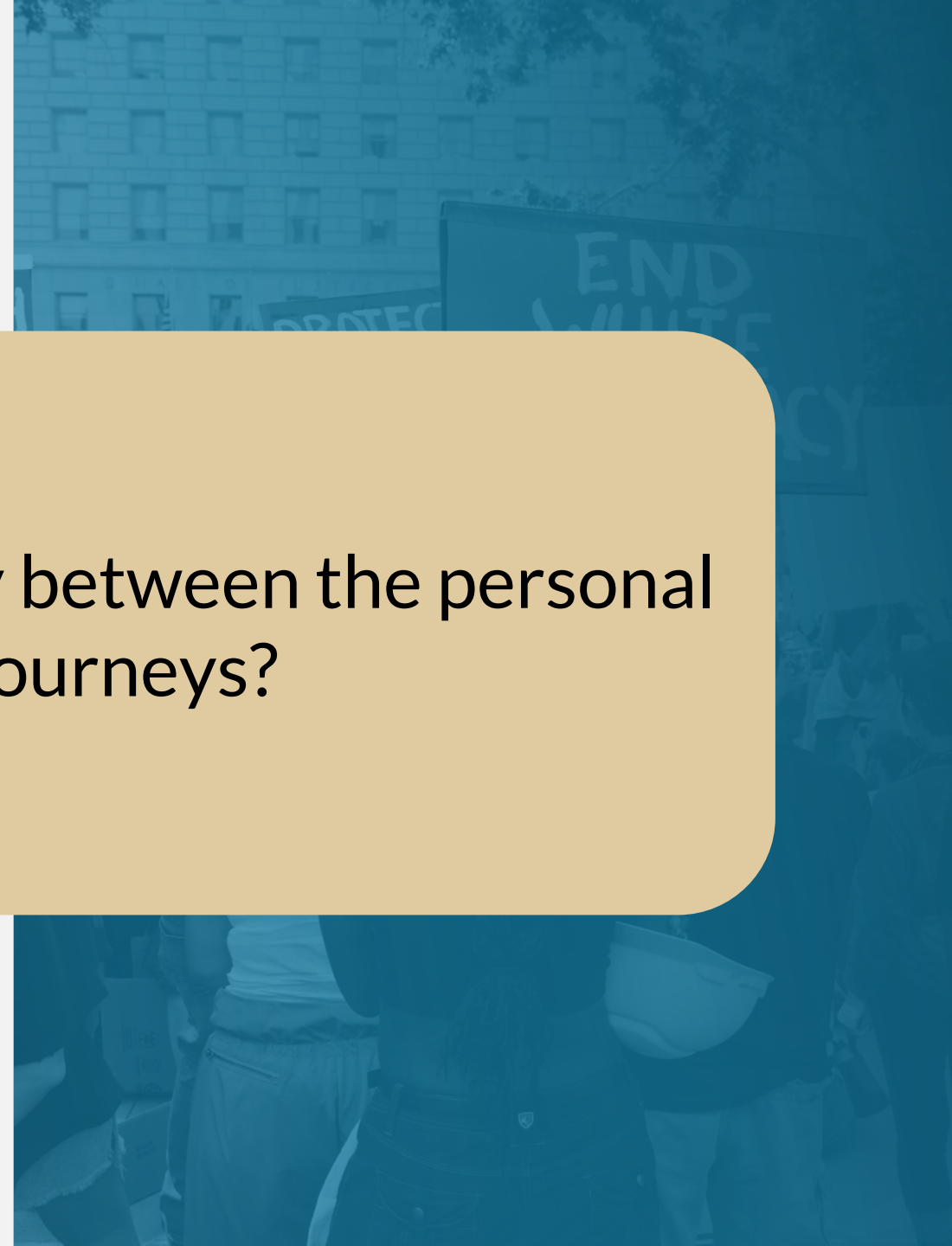
What can we do about the backlash we are experiencing with the idea of DEI and wokeness?

What is at The Root of DEI?

- Fairness
- Respect
- Dignity
- Humanity



What do you think is the interplay between the personal and organizational journeys?

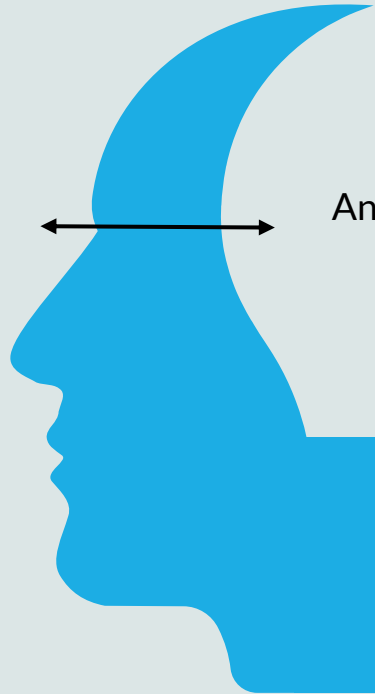


Change Starts With People
Organizations Follow



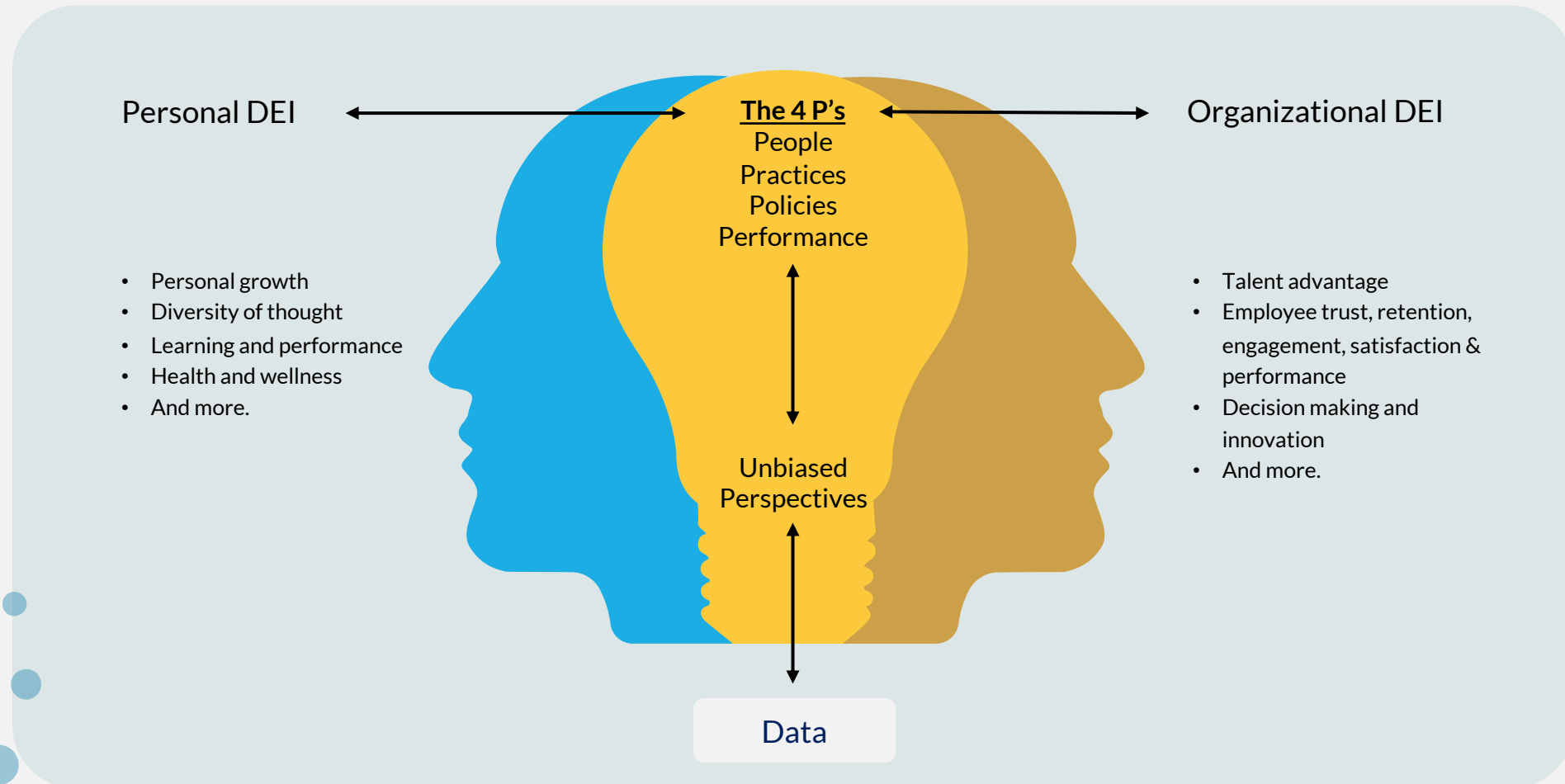
The *Data-Driven DEI*[™] Link

What we consume
shapes our world view.



And influences how we
think and process
information.

The *Data-Driven DEI*™ Link



Vision & Mission: The Journey Begins

DEI Mission

Randal's Personal DEI Mission: To deeply understand the experiences of people who are different than me; to personalize individuals and mitigate the impact of my biases; to be an ally in equal partnership with those less privileged than me; and to treat people the way they want to be treated.

DEI Vision

Randal's Personal DEI Vision: I will have authentic, culturally diverse and global relationships. I will bridge differences and be a bridge between communities of the like-minded; I will behave inclusively toward others and be an inclusive servant leader; and I will dismantle personal, interpersonal, institutional, and systemic barriers to help create environments that produce equitable outcomes for all.

Vision & Mission: The Journey Begins

DEI Mission

Johnson & Johnson's DEI Mission: Our mission is to make diversity & inclusion our way of doing business. We will advance our culture of belonging where open hearts and minds combine to unleash the potential of the brilliant mix of people, in every corner of Johnson & Johnson.

DEI Vision

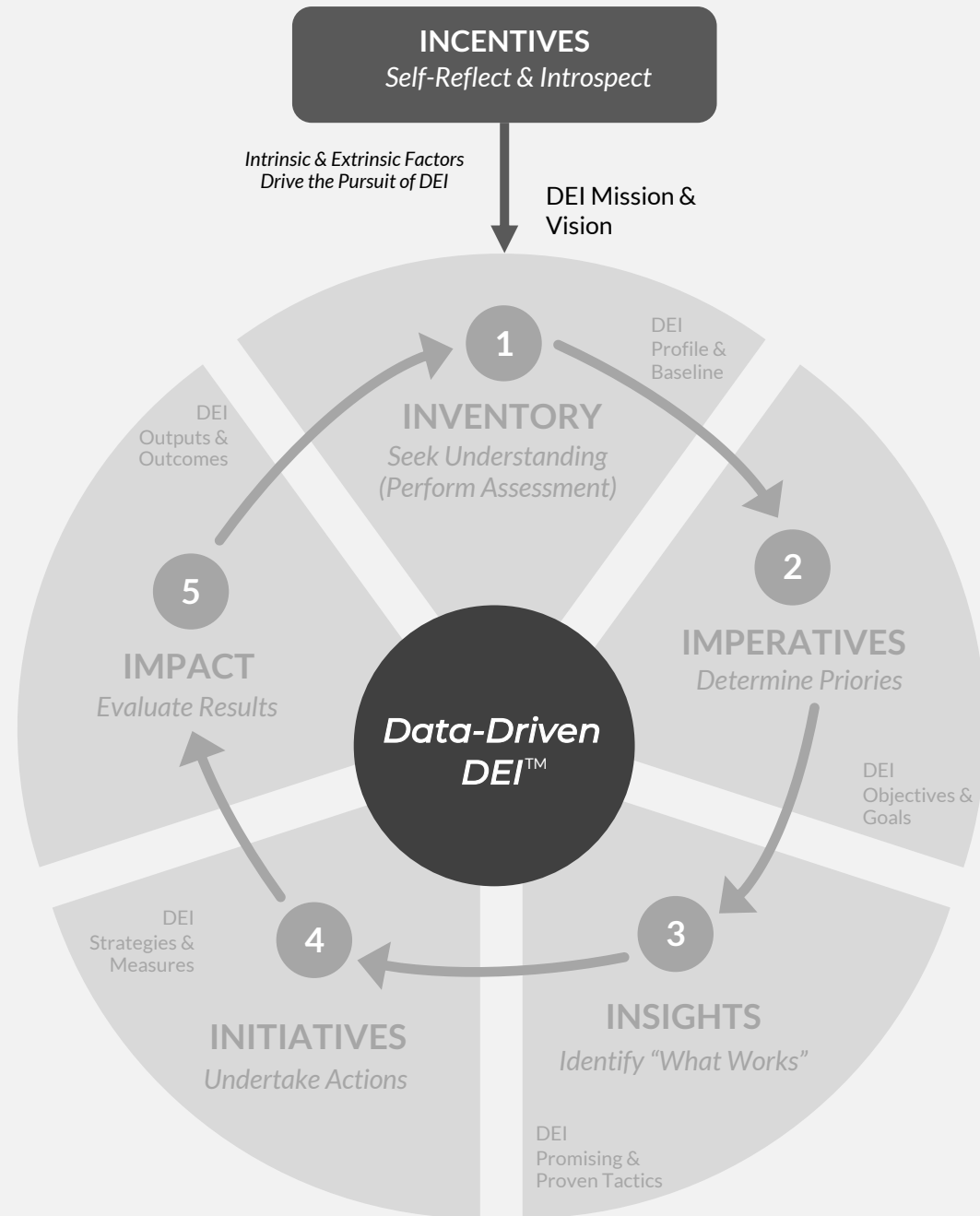
Johnson & Johnson's DEI Vision: Our vision at Johnson & Johnson is for every person to use their unique experiences and backgrounds, together—to spark solutions that create a better, healthier world.

Do you think that self-reflection and introspection are sufficient to get us to a more just and equitable society?

DATA-DRIVEN DEI

Five-Step Cycle

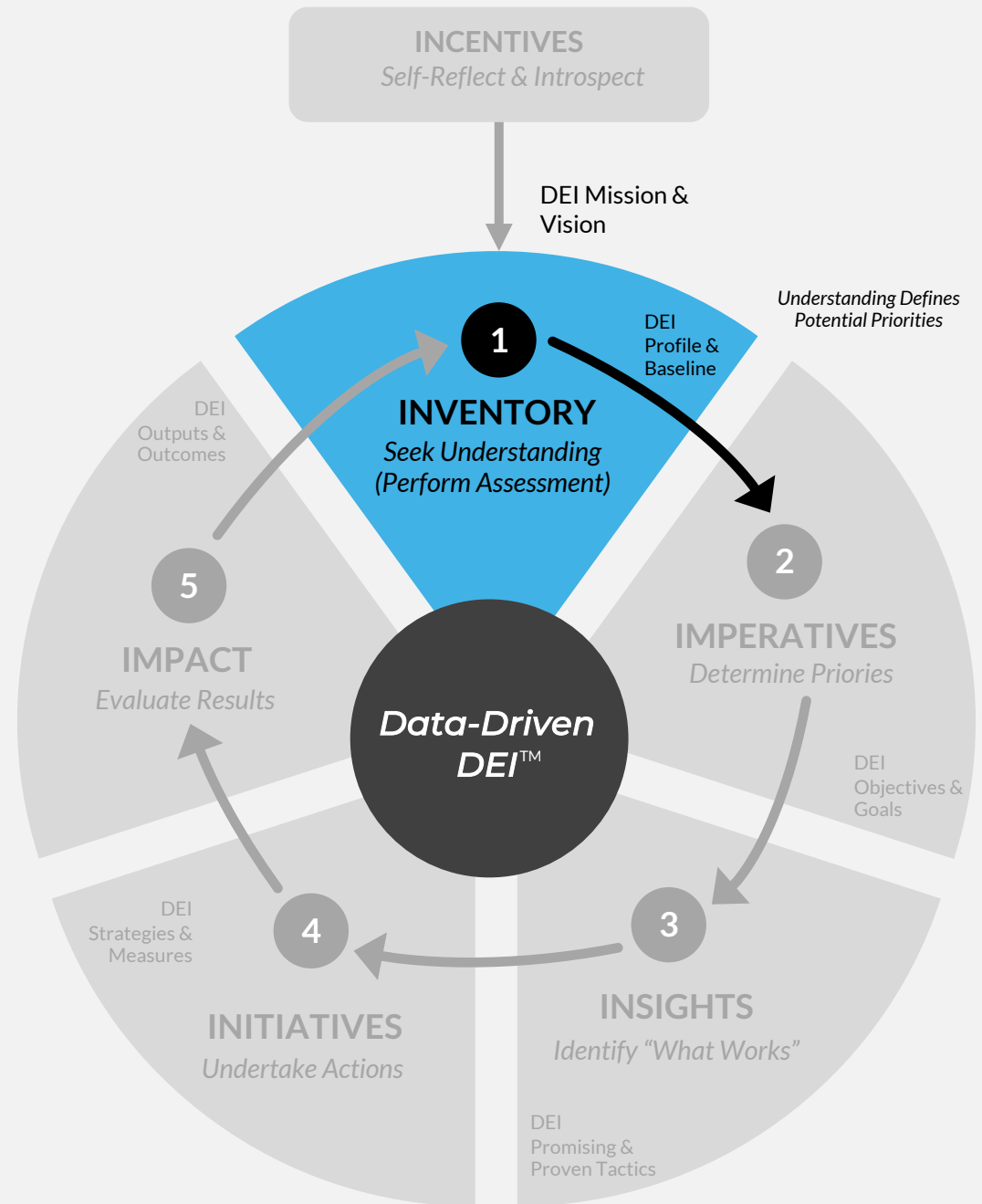
STEP 0: DEI INCENTIVES – Self-Reflect & Introspect



DATA-DRIVEN DEI

Five-Step Cycle

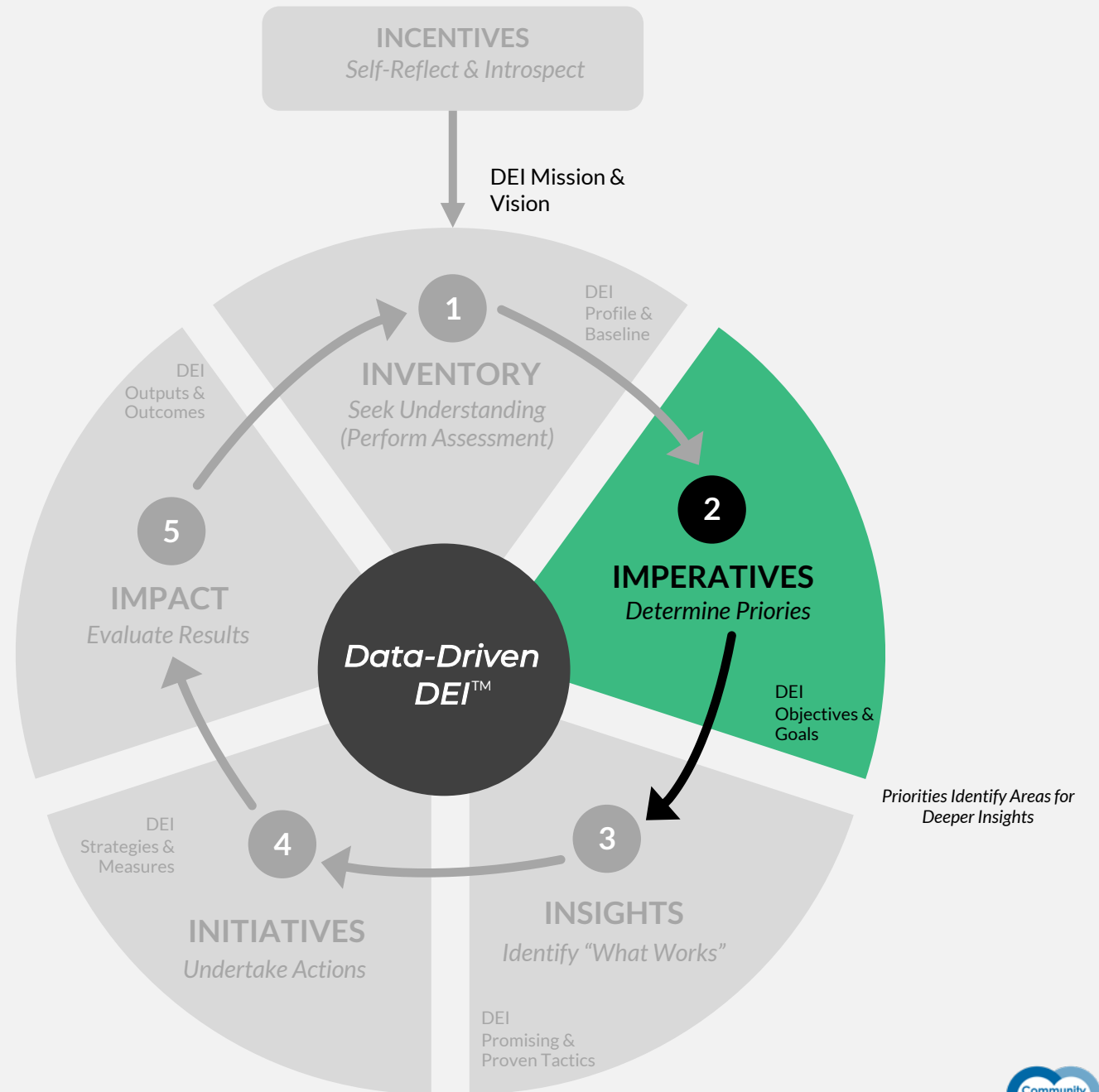
STEP 1: DEI INVENTORY – Seek Understanding (Perform Assessment)



DATA-DRIVEN DEI

Five-Step Cycle

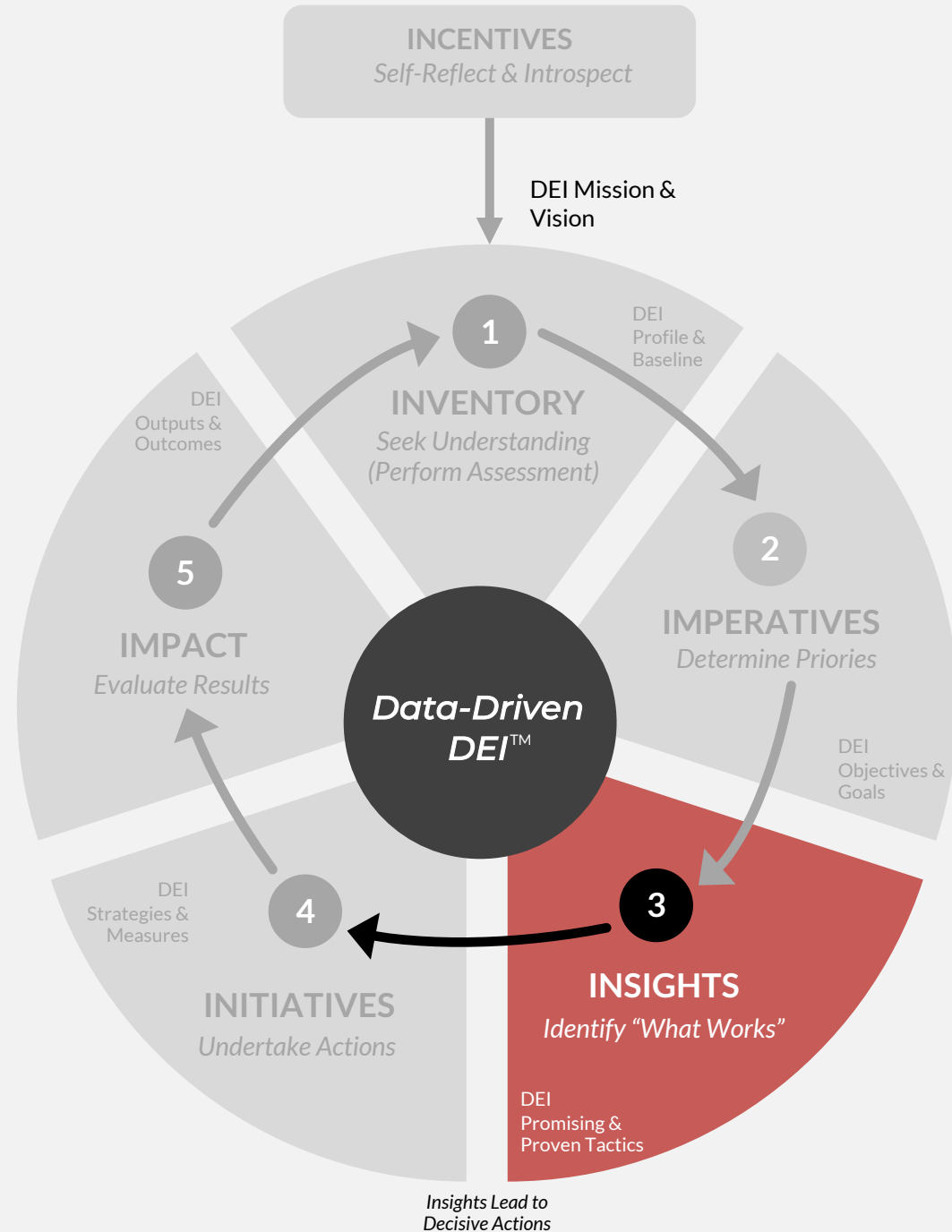
STEP 2: DEI IMPERATIVES – Determine Priorities



DATA-DRIVEN DEI

Five-Step Cycle

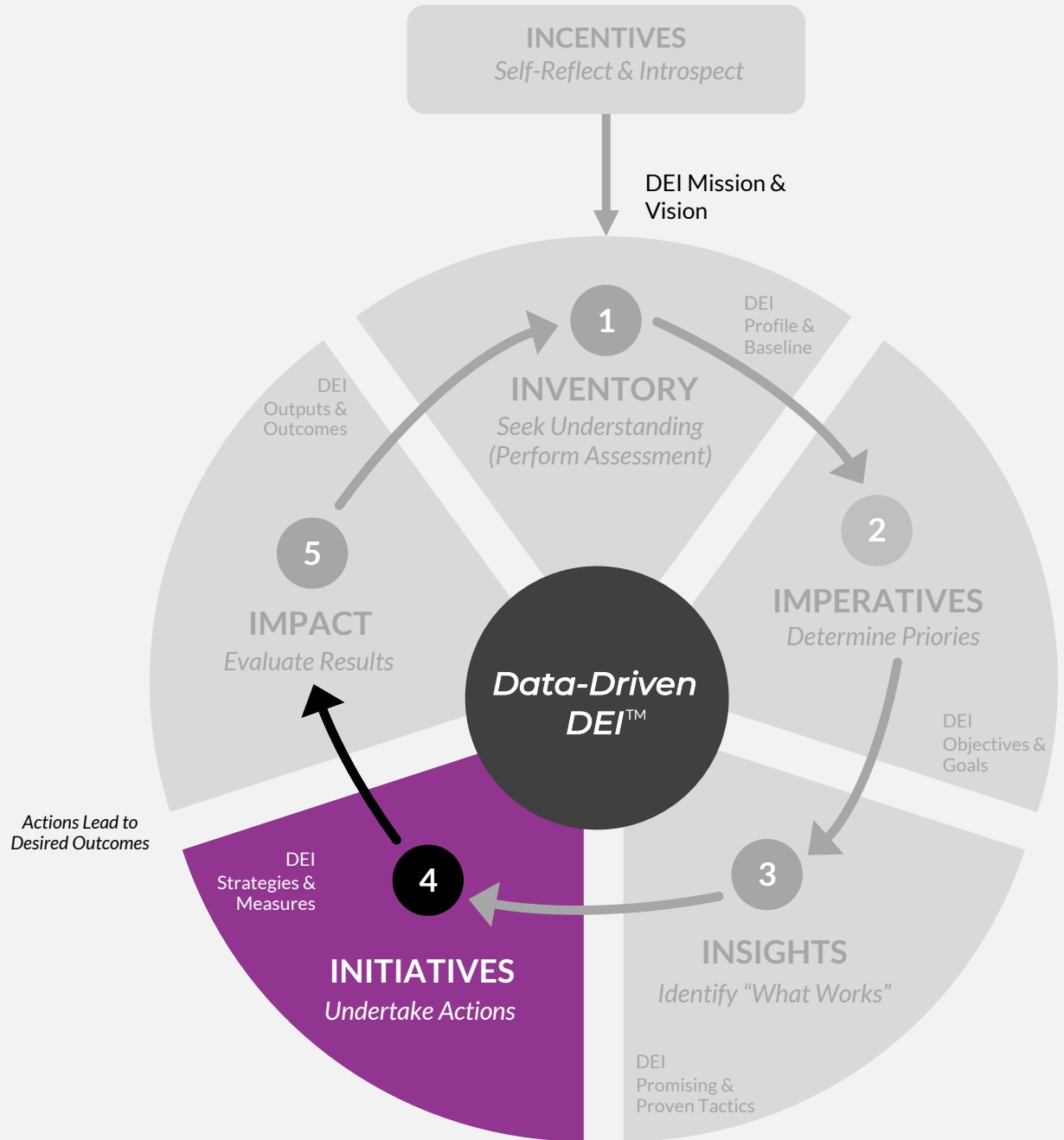
STEP 3: DEI INSIGHTS – Identify “What Works”



DATA-DRIVEN DEI

Five-Step Cycle

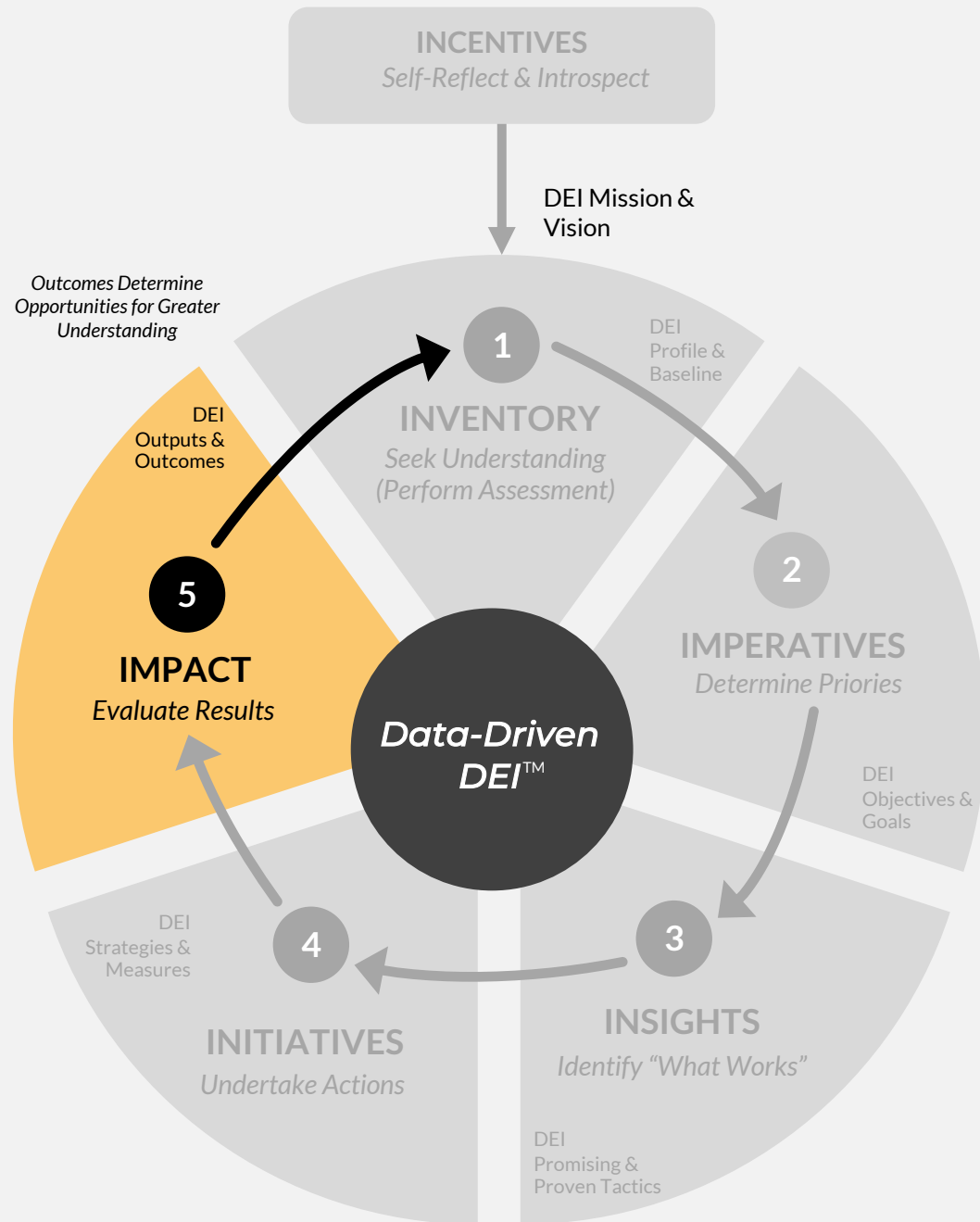
STEP 4: DEI INITIATIVES – Undertake Action



DATA-DRIVEN DEI

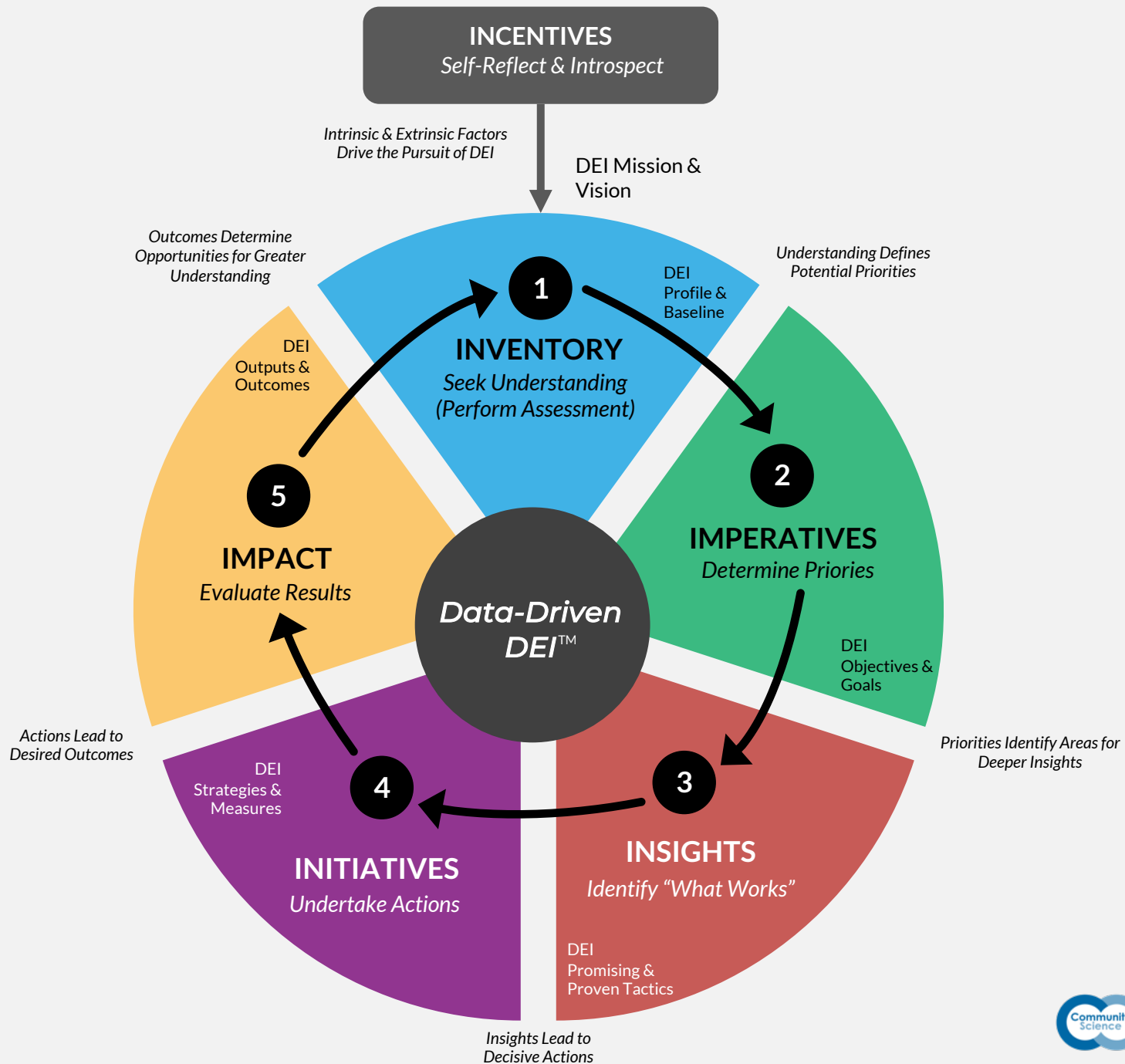
Five-Step Cycle

STEP 5: DEI IMPACT – Evaluate Results

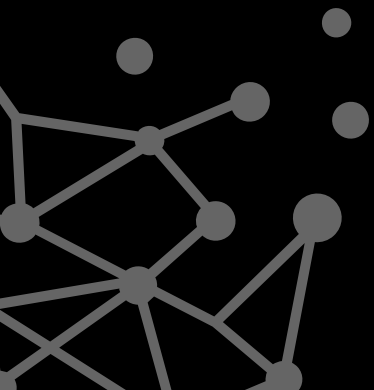


DATA-DRIVEN DEI

Five-Step Cycle



Where do we go wrong in our DEI strategies and what is the one piece of advice you have for our audience?





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Q & A





THANK YOU