

# Strengthening DEI

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# Current Landscape

there is no work-life balance around here

## We Lack Role Models

Our Leaders Fail to Lead by Example

Tokenism is Real

A few diversity champions carry the load - and we're tired

Why Does Everyone in Top Leadership Look the Same

why are we focused on DEI when there is real work to be done?

there are many topics "off limits" in the workplace

What stance is my company taking on social justice issues?

To get ahead, you have to act like those in charge

How do I address unconscious bias?

We don't need another training program - we need to "do" something

I am unclear on career progression opportunities

How do we deal with the cancel culture?

We try to avoid conversations at work that make us uncomfortable

I want to work for a company that cares about me

It is difficult establishing and maintaining networks

# Key DEI Stakeholders



# Foundational Elements to Strengthen DEI



# Improve DEI Accountability



When we speak we are afraid our words will not be heard nor welcomed, but when we are silent we are also afraid, so it is better to speak.

Audre Lorde  
Writer and Civil Rights Activist