



ACCELERATE STEPS TO Fuel Your DEI Strategy

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Speakers

Faith Rottmann Johnson

Vice President, Global Human Resources,
Talent Acquisition and Corporate Social Responsibility,
TEKsystems

Lauren Kolodrubetz

Executive Director of Marketplace Diversity Solutions,
TEKsystems



Agenda

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Driving change
through DEI

2

Making the
business case

3

Starting with
inclusion

4

Discussion / Q&A

YOU'LL LEARN HOW TO:

- Identify small wins to garner buy-in when implementing your DEI strategy.
- Prove the business value of implementing an effective DEI strategy to your leadership to ensure the longevity of your work.
- Foster an inclusive culture for people with the right skills to help accelerate your business goals.



1

Driving change through DEI

Driving Change Through DEI

“... DEI is not a ‘check the box complete’ initiative. The journey to sustainable diversity and equity is ongoing and requires a thoughtful and intentional approach. Organizations will need more than just senior leaders to buy in ...”

Franklin Reed

Executive Director of Global Inclusion, Diversity and Equity
TEKsystems

The Case for Change



36%

Diverse and inclusive companies are 36% more likely to financially outperform their peers.



68%

68% of enterprise decision-makers expect to increase their DEI spending and DEI hiring in 2024.



64%

64% of enterprise decision-makers would be more likely to hire vendors committed to DEI for their IT services' needs.



57%

57% of organizations have mature/advanced DEI programs in place

Sources: [Diversity wins: How inclusion matters](#), McKinsey & Company. [Diversity, Equity and Inclusion in IT 2024](#), TEKsystems.



What can we glean from those stats?

- Diversity elevates a company's success internally and externally.
- Diverse workplaces create safe/secure environments that support goals to boost employee retention rates.
- Companies increase their chances of increasing performance by involving diverse employees' employee to contribute to the mission
- More than 2/3 of enterprise decision-makers have seen the value of a diverse workforce.

How to accelerate and really drive change

- **Workforce:** Evaluate internal efforts from recruiting to retention and every step in between.
- **Workplace:** Plan with intention and tie it to your business purpose.
- **Marketplace:** Find partners with a shared purpose. Make it a win-win.



How to accelerate and really drive change

- Step back and identify where your team/organization is already succeeding.
- Identify areas of success to build off before going into “fix-it” mode.
- **Ask yourself:**
 - ✓ Where are we already consistent in our DEI efforts?
 - ✓ Where are we seeing that consistency yield positive results?
 - ✓ Where do our employees feel safe/confident?
 - ✓ Where do they trust us already?

Takeaway

- You can drive change.



Don't
Forget

A background collage of diverse people's faces, overlaid with a blue grid pattern. The faces are of various ethnicities and ages, all smiling or looking positively.

2 Making the business case

Prove the business value of implementing an effective DEI strategy to your leadership to ensure the longevity of your work.

Get Specific

“...Get really specific and focused on the problem you are trying to solve for...find ways to solve the problem in small increments that you can scale into bigger ways.”

Michelle Webb

Executive Director of Employee Experience
TEKsystems



The importance of diversity in business

- Diversity of thought produces creativity and enhances innovation.
- Innovation is crucial for modern businesses to stay ahead of the competition.
- A diverse workforce gives your organization:
 - ✓ Diversity of thought
 - ✓ Diverse outlook
 - ✓ Diverse interpretation

Takeaway

A diverse workforce gives your organization diversity of thought, outlook, and interpretation, thus creating more innovative teams to drive your organization and stay ahead of the competition.



Don't
Forget

A background collage of diverse people's faces, overlaid with a semi-transparent blue grid. The faces are of various ethnicities and ages, all smiling or looking positively.

3

Starting with inclusion

Foster an inclusive culture for people with the right skills to help accelerate your business goals.



What you can do nurture inclusion:

- Evaluate your teams and their perspective on your inclusive culture.
- Make inclusion relevant to people at all levels of the business.
- Shape the environment and culture for incoming talent.
- Enroll employees in inclusion, such as employees resource groups and employee networks, promoting alliance and ownership.
- Review policies and practices in alignment with values.
- Create access and opportunity for individuals to intentionally interact.

The background of the slide features a dark, textured surface, possibly wood, covered with numerous small, colorful wooden cutouts. These cutouts include stylized human figures in various colors (red, blue, yellow, green, purple, orange) and symbols, most notably the international symbol of access (a person in a wheelchair) in yellow and red. The figures and symbols are scattered across the frame, some overlapping the central text box.

Build senior commitment to inclusion:

- Actively champion and sponsor inclusion activities
- Develop self-awareness and understand their own biases
- Model inclusive behavior in their own people management and in their own leadership team.

Takeaway


Ensuring you're fostering an inclusive culture is critical for any DEI strategy.



Don't
Forget

In Summary

- You can drive change through your DEI strategy. Secure small wins to garner buy-in.
- You can ensure lasting impacts with an inclusive culture.

A close-up photograph of a piece of white paper with a torn, deckled edge. The paper is set against a textured, orange-brown background that resembles cardboard or heavy paper. The text "Everyone Matters" is printed on the white paper in a black, typewriter-style serif font. The paper has several small holes and irregular tears, particularly along the top and right edges.

**Everyone
Matters**

4

Appendix





Appendix

- Diversity increases profitability
 - At the executive level, companies with the most ethnically/culturally diverse boards globally are **43% more likely to experience higher profits**.*
- Address hiring bias before trusting AI to select your best candidates
 - **85% of HR leaders** are confident in their organization's ability to detect bias in hiring and recruitment processes.
- How TEK recruits diverse talent: Partnerships
 - Universities, industry and upskilling organizations

Diversity increases profitability

At the executive level, companies with the most ethnically/culturally diverse boards globally are **43% more likely to experience higher profits**.*

Recruiting **diversely opens up the workforce of your organization** to reach the top talent thus providing the most efficient and well-rounded teams.

Diverse teams are **70% more likely to capture new markets** and are 87% better at making decisions.*

Gender diversity and ethnic and cultural diversity are **crucial for financial success in organizations** of any size.

Sources: [Delivering Through Diversity](#), McKinsey & Company, [20 Diversity in the Workplace Statistics to Know](#), Fundera.

Address hiring bias before trusting AI to select your best candidates.

DEI AND ARTIFICIAL INTELLIGENCE (% AGREE)	IT LEADERS	HR LEADERS	IT EMPLOYEES
I am confident in my organization's ability to check for bias in our hiring and recruitment processes.	84%	85%	58%
Leveraging AI in the recruitment process has the potential to enhance workplace diversity and inclusivity.	77%	66%	32%
I worry that using AI might reinforce or worsen existing biases in hiring and career growth.	46%	54%	45%

How does TEKsystems recruit diverse talent?



PARTNERSHIPS

Industry Organizations



Clubs and Professional groups at the college and professional level

Universities



HBCUs
Thurgood Marshall College Fund

Upskilling Organizations



Per Scholas
CompTIA Spark
Networking

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Discussion / Q&A

