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Objectives

1. Build a framework around DEI-B
2. Introduce Risk management
3. Introduce Change Management
4. Competence and Approachability to Compliance.



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I cannot tell you on a day-to-day basis that there's a return on investment. I can tell you if you stick with it, absolutely in a few months' things will start to change. It starts to change slowly. Things start to get a little easier. As the momentum builds, it becomes bigger and bigger.

Simon Sinek

What do you think executives would say if I ask them or anyone else within your organization what does DEI work solve?



Most leaders cannot answer this question with confidence and as a result, have no idea how big the opportunity gaps are, let alone which ones need to be solved first.

Companies sometimes solve the wrong things at the wrong time – thus widening the opportunity gaps.

What would you say?



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Meaning: In games, 'to participate for bacon and beans' means that you don't win any points, nor can you lose. The other variation, 'to sit somewhere for beans and bacon,' means your opinions aren't heard. It doesn't matter what you say or do; all goes unnoticed.

Origins: In the past, laborers wouldn't always receive wages. But if you did unpaid labor, you could at least count on getting a big hearty meal, i.e., beans and bacon. So, you would literally work for beans and bacon. Don't agree to work for beans and bacon when someone offers you that today because, unlike in the past, you won't even get a meal out of it today!

OPENING QUESTIONS

How does your organization measure up with DEI-B,
and can you calculate your ROI?

Reality Questions

How do I use it to do better business?

How do I see a return on investment?

How much does it cost me to do DEI-B?

2 FORMS OF?

Assessment: the estimation of the nature, quality, or ability of your organization ability to perform

Audit: a formal examination of an organization's accounts of the financial situation coupled with human capital engagement.

Essential Skills for Clinicians Working in Diverse Environments

Being Aware of Diversity Aware of Diversity

- Race and ethnicity
- Age and generation
- Gender and gender identity
- Sexual orientation
- Language
- Religious and spiritual beliefs
- Disability
- Socioeconomic background and status

Not enough to just be aware of Diversity,
but what are you going to do

- Race and ethnicity
- Age and generation
- Gender and gender identity
- Sexual orientation
- Language
- Religious and spiritual beliefs
- Disability
- Socioeconomic background and status

BID

Buy into the idea

Invest into it

Do the work



ARE

Assemble the parts

Review and Replace

Evaluate and reEvaluate



Framework



Customer/Market



Operational



People



Financial

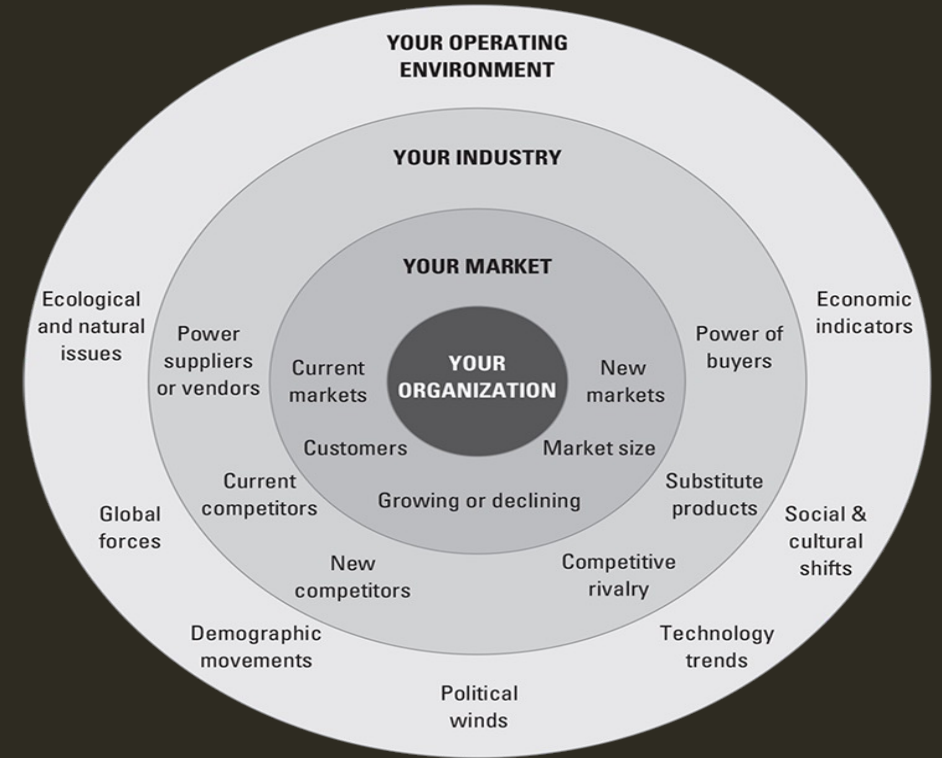
Objective 1: Build a framework around DEI-B

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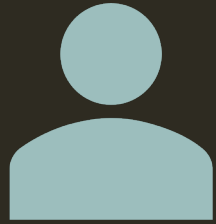
Six pillars of the CDC's work to address Social Determinants of Health



Pillars health agency needs to address Social Determinants of Health and DEI-B.



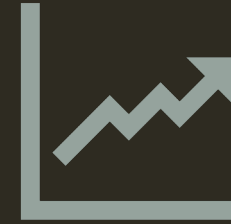
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ROER-R



DEI-B



ROI

REQUIREMENTS

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Recruiting: is the act of attracting, engaging, assessing, and talent for work.

Recruitment types:

- **Internal Recruitment:** fills job openings from an organization's existing talent.
- **Staffing Recruitment:** staffing agencies place candidates for short-term job
- **Contingency Recruitment:** new hire employers successfully secure.
- **Outplacement Recruitment:** connects job seekers who have been laid off.
- **Specialized:** specific industries, such as tech or healthcare
- **Executive-level Recruitment:**

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Onboarding: the action or process of integrating a new employee into an organization or familiarizing a new customer or client with one's products or services.

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Engagement: most org. feel that asking their employees a series of questions shows that they are engaging and interacting with employees when they are doing nothing more than gathering data for reports and financial stakeholders. Rarely does the employee feel engaged and connected in this method!

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Retention is the process by which a company ensures that its employees don't quit their jobs.

Most organizations fail to clearly understand the trends of disciplines (job roles and the people who hold them); each role has a life expectancy, and the organizations usually don't understand how to use it to improve their performance, bottom line, and the overall success of the employees. It's more of a "us" versus "them" mentality from leaders and the workforce. That approach untimely hurts the consumer and stakeholders.

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Retaliation: Does your team communicate behavioral expectations that promote the importance of inclusive, respectful behavior and prevention of harassment, micro-aggression, and any form of retaliation?

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PEST Analysis: is an acronym for **Political, Economic, Social, and Technological** factors, which are used to assess the market for a business or organizational unit.

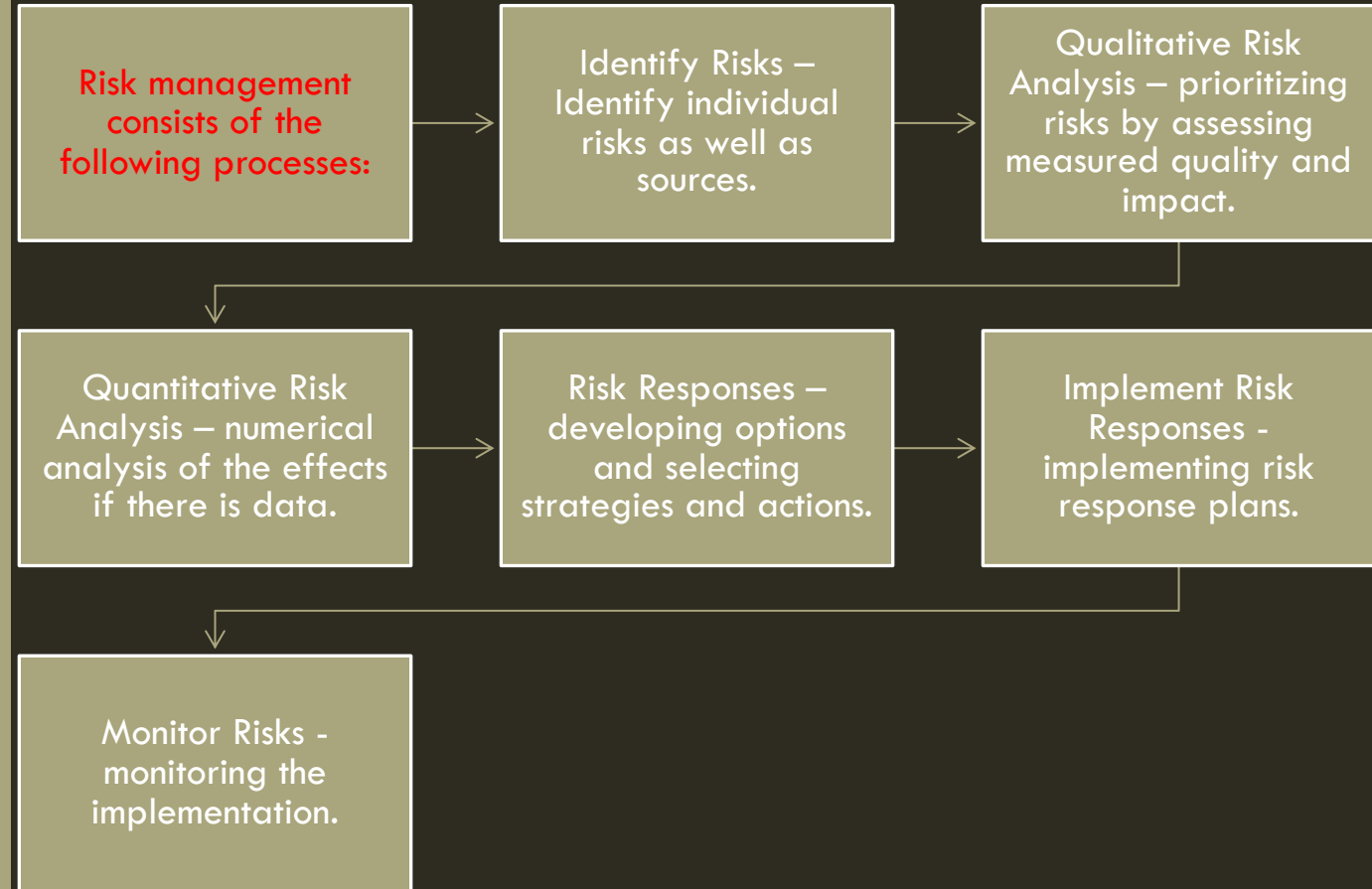


- What changes have occurred in your target demographics, ethics, or lifestyles?
- What changes have occurred in both your company's use of technology and your customers' use of technology?
- How the dominant political party could influence business development, taxes, growth, and trade.
- How the stock market, customer confidence, and interest rates could influence your business



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Objective 2: Risk management is the identification, evaluation, and prioritization of risks



Objective 3: Change Management and program accountability.

A structured process for planning and implementing new operating methods within an organization.



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Objectives 4: Competence and Approachability to Compliance.

Is the team competent regarding legal compliance, and how to analyze and evaluate it based on your D&I impacts and outcomes with correct approachability methods?



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DEI-B REQUIREMENTS

Are you allocating resources to achieve D&I objectives, including sponsorship of initiatives, Employee Resource Groups (ERGs), and diversity councils where these exist? This includes allocating adequate time and support for participating and contributing to achieving D&I strategic objectives.



Workforce questions you can answer using Human Capital ROI:

What is our workforce productivity?

Is workforce productivity increasing, decreasing, or static?

What is the marginal return of dollars invested in the workforce?

Is the ROI on human capital higher than other investments?

How are we performing versus our peers?



ROI REQUIREMENTS

Are you facilitating a positive organizational culture by establishing D&I expectations and accountability, communicating these to all stakeholders, and fostering inclusive relationships and shared values with an increasingly diverse workforce, consumer base, and supply chains?



KEY TO SUCCESS



BENEFITS OF DE&I-B

- 1) DE&I PROTECTS COMPANY CULTURE
- 2) IT BUILDS BETTER COMMUNICATION WITHIN THE ORGANIZATION
- 3) EMPLOYEES FEEL A SENSE OF BELONGING TO A GREATER PURPOSE AND MISSION
- 4) IT CREATES EQUALITY AND EQUITY
- 5) INCREASE TEAM-BUILDING
- 6) INCREASE EMPLOYEE COMMITMENT AND TRUST
- 7) DIVERSE WORKPLACE TEAMS ARE MORE LIKELY TO PERFORM BETTER FINANCIALLY
- 8) INCLUSION IMPROVES BUSINESS DECISION-MAKING
- 9) REACH A MORE EXTENSIVE AND INCLUSIVE TALENT POOL
- 10) INCLUSIVITY FOSTERS A SENSE OF BELONGING FOR EMPLOYEES
- 11) HIGHER EMPLOYEE RETENTION AND LOWER TURNOVER
- 12) A DIVERSE WORKPLACES BREED INNOVATION
- 13) EQUITY AND INCLUSION CAN TACKLE WORKPLACE BURNOUT
- 14) CREATES A COMPETITIVE BUSINESS ADVANTAGE
- 15) IT SIMPLY IS THE RIGHTEOUS THING TO DO

Beans and Baconism

If you are in a game and don't win any points, you cannot lose. And if your opinions aren't heard, and it doesn't matter what you say or do, and all you do goes unnoticed. And if you work for or with someone and you go unpaid for your labor with fair compensation.

That's a Beans and Baconism





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