

Our approach to Diversity and Inclusion is similar to our approach to any other change initiative. Our framework is meant to guide our client's based on need and desired outcome. Regardless of what stage or step in the journey, we provide support and direction through the change process of any inclusion and diversity initiative.

D&I Transformation Model[®]

Creating Impact, Achieving Results



LEADERSHIP COMMITMENT

- Develop Vision of Success
- Craft D&I Strategy Framework
- Communicate Leadership Commitment
- Model Inclusive Behaviors

INFRASTRUCTURE & IMPLEMENTATION

- Build Internal Capabilities (ERGs, etc.)
- Conduct Cultural Assessment
- Develop D&I Strategy/Metrics
- Train-the-Trainer
- Coaching

TRAINING & FACILITATION

- Senior Leadership
- Middle Management
- Human Resources
- All Employees

ALIGN HR SYSTEMS

- Audit Policies, Practices & Procedures
- Align Practices to Ensure Inclusiveness
- Integrate D&I into All Practices
- Partner with D&I Change Agents

RENEW & INTEGRATE

- Community Involvement
- Supplier Diversity Program
- Messaging & Branding
- Sustainability Efforts

Contact us to talk about what's possible at 847.691.9828 or jonamay@jonamaylambert.com