

BRINGING DEI TO YOUR ORGANIZATION

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DIVERSITY, EQUITY, INCLUSION CONSULTANT



DEFINING DEI

DIVERSITY

All the ways in which people differ, encompassing all the different characteristics that make one individual or group different from another. A broad definition includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, physical appearance, and other elements of identity. It also involves different ideas, perspectives, and values. Diversity in a group or organization is measured by the number of individuals across categories of difference.

EQUITY

The state in which everyone enjoys equally high outcomes, access and opportunities by removing the predictability of success or failure currently correlated to belonging to a marginalized group. In practice, this means moving individuals and groups closer to success by acknowledging not everyone starts at the same place due to historical and structural barriers, and not everyone has the same needs.

INCLUSION

Active, intentional, and ongoing engagement with diversity in an organization, by valuing the perspectives and contributions of all people and incorporate the needs and viewpoints of diverse communities into all aspects of an organization. Embedded in our definition of inclusiveness and being an inclusive community is the idea of intersectionality.

How would you rate your organization's status with DE&I?



- 1 - Non-existent:** DE&I does not currently exist in my organization
- 2 - Forming:** My organization is getting acquainted with DE&I, yet a high level of uncertainty exists about next steps
- 3 - Storming:** Conversations about DE&I are underway in my organization to develop DEI goals, expectations, or programming
- 4 - Norming:** My organization has introduced DE&I goals, expectations, or programming and is doing work to get staff onboard
- 5 - Performing:** DE&I is fully and successfully integrated within my organization's strategy, goals, culture, and programming

HOLISTIC APPROACH



DEI IN PRACTICE

**ASSESS
CURRENT STATE**



**DEFINE GOALS &
OBJECTIVES**



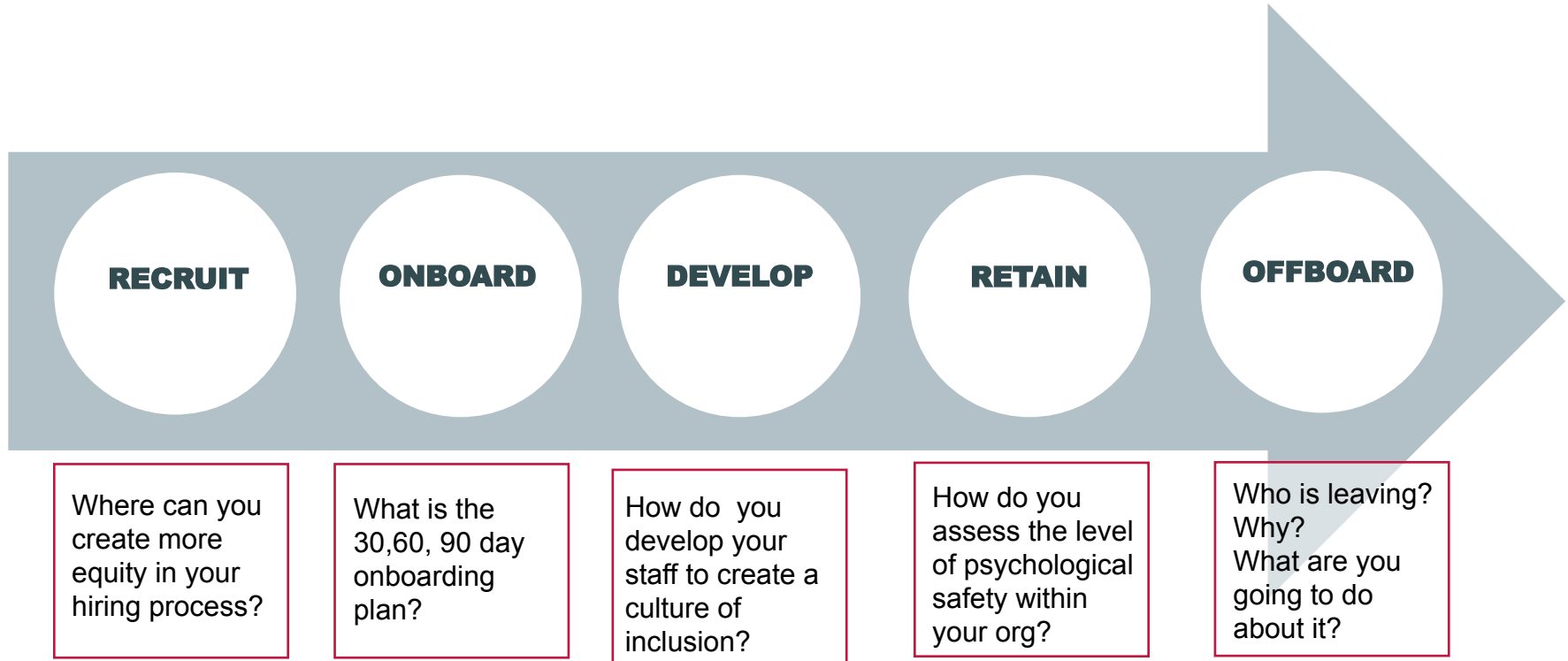
**BUILD
STRATEGY**



EXECUTE & EVALUATE



ASSESS CURRENT STATE



DEFINE GOALS & OBJECTIVES



**GOAL SETTING IS A
TEAM SPORT**

LEADERS

INFLUENCERS

**CULTURE-
CARRIERS**

**DEI
COMMITTEE**



DEI WORK = LEADING CHANGE

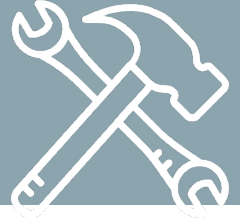
PERSUASION

INFLUENCE

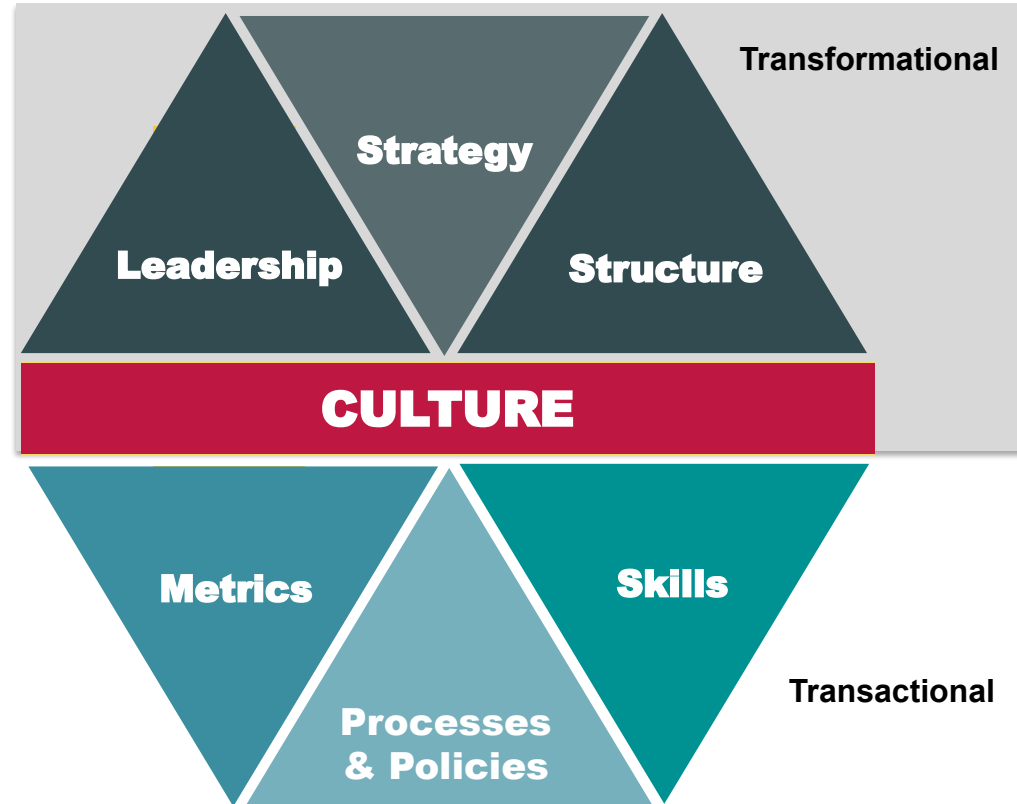
NEGOTIATION

IMPACT CONVERSATIONS

BUILD STRATEGY



- ▶ How will you ensure **leaders** set the tone?
- ▶ How will you link the DEI work to the **organization strategy**?
- ▶ Does your **organizational structure** support this work on DEI? If not, what is your plan to allocate resources?
- ▶ Does your **culture & values** align with DEI goals and objectives?
- ▶ What **metrics** will you use to measure and track success on DEI?
- ▶ What **processes or policies** need to be updated or developed to support the work?
- ▶ What **training** will leaders/staff need to be more inclusive?



Adapted from Galbraith's Star Model

Robert Louis-Charles

Principal and Co-Founder Big 2GO, LLC



[Robert's LinkedIn](#)

Robert Louis-Charles' career encompasses more than 15+ years of leading organizational change and facilitating the transformation of individuals and teams. From serving as a professor to developing training for underrepresented groups, Robert's personal passion lies in creating opportunities for diverse talent to flourish.

After years of serving as a voice for underrepresented populations in the workforce, Robert now spearheads this work as Principal and Co-Founder of Big 2Go, LLC. This work includes advising clients through the process of shifting Diversity, Equity, and Inclusion (DE&I) into organizational goals, objectives, and programming. To ensure DE&I is mission critical for client organizations, Robert supports the following phases: assessment, strategy building, programming execution and evaluation.

Prior to Big 2Go, Robert served in various leadership capacities within organizations to integrate DE&I into company culture and best practices. This work includes: influencing executives to make DE&I mission-critical, shifting mindsets to embrace DE&I as a company-wide objective, developing programs to foster psychological safety, and introducing strategies to cultivate more inclusive workplaces.

His formal education includes an M.A. in Counseling Psychology & Education with a focus on Mind, Body, Spirit at Columbia University. He also holds an M.A. in Strategic Communication from Seton Hall University with Certifications in Organizational Communication and Entrepreneurial Studies. He has a B.A. in Journalism from Ohio Wesleyan University and certification in Change and Leadership from The Ohio State University.

Contact Us:

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Services Provided

- **DE&I Training**
Develop training sessions for client companies on topics including: Diversity & Inclusion 101, Retention in a Changing Workplace, Psychographics vs. Demographics, & Communicating Across Lines of Difference.
- **DE&I Strategy Consulting**
Launch organization-wide strategies to improve structures, processes, and overall employee experience for diverse teams. Strategies include work on company culture, program design, talent management, and leadership development.
- **DE&I Program Design**
Design, implement, and evaluate professional development programs within start-ups, non-profits, and university departments. Coach and develop leaders on building, managing and retaining diverse teams.