

# Diversity, Equity & Inclusion (DEI) Data - Principles to Practice

## Session Plan

<b>Title</b>	<b>Diversity, Equity and Inclusion Data - Principles to Practice</b>
<b>Objective</b>	This program will aim to strengthen your understanding of Diversity, Equity & Inclusion data and build your diversity data literacy and practice.
<b>Course Outline</b>	<p>This session will delve into the critical intersection of diversity data literacy and the human experience. Attendees will explore how understanding and effectively utilizing diversity data can illuminate the nuanced realities of different demographic groups within organisations.</p> <p>The session will emphasise the importance of data resistance and integrity, addressing how to navigate and counteract biases to maintain the authenticity and reliability of data.</p> <p>Participants will learn strategies for making their Diversity, Equity, and Inclusion (DEI) initiatives truly impactful by leveraging data to inform decisions, measure progress, and drive meaningful change. Through this comprehensive discussion, the speaker will empower attendees to transform their DEI efforts into actionable and measurable successes, ensuring that their work fosters a more inclusive and equitable environment for all.</p>
<b>Key Learning Areas</b>	<ul style="list-style-type: none"> <li>• Gap analysis of current organisational diversity data (what's missing)</li> <li>• Data interrogation and critical interpretation of data</li> <li>• Understanding of intersectional data capture and analysis (including gender pay gaps)</li> <li>• Examples of diversity and data and interpretation</li> <li>• Trouble shooting DEI data, including drilled down and masked data</li> <li>• Understanding connection between data and gender equality indicators</li> <li>• Developing realistic and achievable success metrics</li> <li>• Communicating with influence</li> </ul>
<b>Duration</b>	3.0 hours (interactive)
<b>Preparation</b>	Organisation's 2025 demographic and culture survey data

Section 1	Setting the scene	Delivery	Time
	Acknowledgement and Welcome	Presentation	30 min
	Setting the context Why do organisations collect data? What is your diversity data telling you? The three U's Personal and Organisational Drivers		
	Data gap analysis (questions & checklist)	Activity & Discussion	
	Discussion <ul style="list-style-type: none"> <li>- Three Personal Strengths</li> <li>- Three Persistent Organisational Challenges?</li> <li>- Three Personal Challenges?</li> <li>- Your ideal setting (opportunities)</li> </ul>	Discussion & participant reflection	

<b>Section 2</b>	<b>Some Foundational Work</b>		
	<ul style="list-style-type: none"> <li>Getting to the truth of the matter</li> <li>The human story behind the data</li> <li>Diversity data and emotive responses</li> <li>Let's make sense of diversity data</li> <li>Data integrity and the human impact</li> <li>Moments that matter</li> </ul>	Presentation	20 min

<b>Section 3</b>	<b>Evidence Based Practice, Indicators &amp; Measurement</b>		
	What is your organisation's data saying? <ul style="list-style-type: none"> <li>HRIS diversity data</li> <li>Employee life cycle data</li> <li>Culture Surveys (Intersectional analysis)</li> </ul>	Presentation and Discussion	25 min
	Data trends and analysis - key observations and suggestions <ul style="list-style-type: none"> <li>Headline data?</li> <li>Data integrity?</li> <li>Organisation of data (level to CEO, classifications)</li> <li>What data is missing?</li> </ul>	Presentation and Discussion	
	Building the evidence base for your organisation <ul style="list-style-type: none"> <li>Longitudinal data and score card</li> <li>Identifying strengths and gaps</li> <li>Data interrogation and the nuances of interpretation</li> <li>Understand which data informs and drives performance (insight to action)</li> <li>Building more inclusive data sets</li> </ul>	Discussion	
One Strength? One Gap?	Discussion		

<b>Section 4</b>	<b>Deep Dive Data and Intersectionality - Data, Analysis and Insights</b>		
	8 powerful diversity examples	Demonstration, application and discussion	30 min
	Interactive deep dive instructional (composition and gender pay gaps together)		
Data challenges and resistance			

<b>Break</b>	15 min
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<b>Section 5</b>	<b>Interpreting &amp; translating your data into effective action plans</b>		
	Connections between data and gender equality indicators	Presentation and Activities	20 min
Interpreting and translating your data into effective action plans (examples)			

	Effectively communicating your data to stakeholders - actions you can take (example)		
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<b>Section 6</b>	<b>Future Planning (DEI Data Journey Map)</b>		
	Building your DEI Data Journey Map	Action Planning Activity & Discussion	40 min
	Basic DEI return on investment metrics (ReallIndex)		
	How do we go from compliance to leading practice?		
	What actions do you need to take in your workplace (short-term, medium-term, longer-term)		

<b>Notes</b>
<p><b>Our top five areas for continuous improvement</b></p> <ul style="list-style-type: none"> <li>- Clarity</li> <li>- Responsibility</li> <li>- Integrity</li> <li>- Transparency</li> <li>- Accountability</li> <li>- Leadership</li> </ul>
<p><b>Deliverables</b></p> <ol style="list-style-type: none"> <li>1. Build foundational and specialist knowledge of diversity data and its application, from data to insight to action.</li> <li>2. Provide specialist support to P&amp;C on matters related to diversity data, analysis, insights and action to inform gender equity, DEI strategy and performance.</li> <li>3. Development of data collection matrix for gender equity compliance, including intersectional data, and framework for gender performance reports.</li> <li>4. Co-design of DEI Data Journey Map - a one-page visual strategic document that includes key DEI indicators and connects all the DEI programs of work together.</li> <li>5. High level summary report - including rapid insights and recommendations on optimal data collection for compliance obligations and beyond compliance.</li> </ol>