Center for Automotive Diversity, Inclusion & Advancement

DEI Competency Framework for a CEO-Centric Approach



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Overview

- DEI Challenge and it's Importance
- Process
- Final Deliverable
- Lessons Learned
- Preliminary Results
- Conclusion

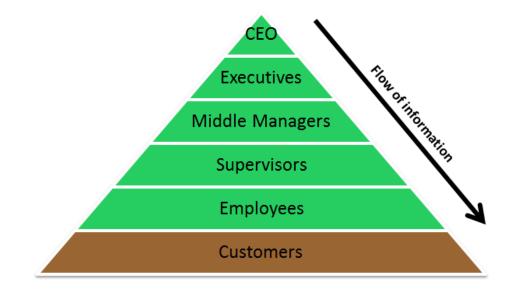






DEI Challenge

- CEO-Centric Approach
- Strategic Management Focused
- Competency Checklist
- All-in for the Buy-in
- Transition
- Self-Realization



Problem Statement: DEI Competency Framework focusing on top-down approach from Strategic Managers to Functional Managers.



Process

- Subtle Engagement
 - Initiate Conversation
 - Identify Weaknesses
 - Focus on Barriers
- Psychoanalysis Approach
- Embed DEI in the Psyche
- Eliminate Preconceived Notions/Unconscious bias
- Hands on with Use Case





Final Deliverable

					Required Competency Level (U = Understanding, A = Apply, L = Leverage,					
DEI Competency Framework				Role						
				Exempt Individual Contributor	Non-Exempt Individual Contributor	People Leaders	Senior Leaders	DEI Responsible Role		
Getting	1. DEI Basics		Definition & Introduction							
Started		Diversity	Diversity Dimensions & Intersectionality Identity Exploration Privilege, Discrimination & Oppression							
		Equity	Access & Justice Equity vs. Equality Equity Organization Examples Key Considerations							
		Inclusion	What is it and why does it matter? Barriers to Inclusion Identifying Invisible Barriers Fostering Inclusion							
	2. DEI Value Proposition	The Case for Change	History and Evolution The Current State of DEI The Future of DEI DEI Stakeholders: Investors, Future of Work, Products, Talent, Customer							
		3 P's - Performance, Productivity and People	Performance Productivity People The Business Case Nuance							
		The Case for DEI	The Importance of Defining a "Why" Different Cases: Business, Moral, Functional, Responsive, Joy Business & Moral Case Caution Best Practices; Defining Your Organization's Unique Value Statement							
	3. Foundation	Systems Change	What gets in the way Systemic Change DEI Maturity John Kotter's framework for organization change & GDEIB							
		Vision	Best Practices Desired Future State Anticipated Obstacles							

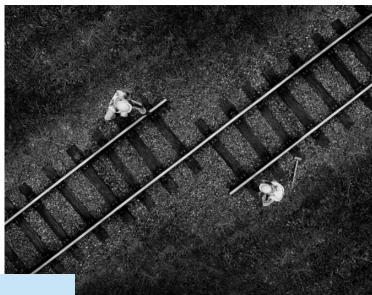


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Lessons Learned

- Push Back
- Misaligned Strategies
- Data-Driven Discovery
- Surveys
- Polls Ineffective
- Blind Studies
- Developing Focus Group







Preliminary Results

- ~20 Companies Participating
- Organizations differ from Strategy
- Unwillingness to be Truthful
- Unconscious Bias at All-Levels
- Preliminary Results are Inconclusive









- DEI Competency Framework targeting Strategic Management.
- CEO-Centric Approach focusing on upper management.
- Identify bias through engagement, implementation, and CEO characteristics.
- Final deliverable is DEI Competency Checklist with Research Report.
- Preliminary results are inconclusive.







Any Questions of Comments?

FIDELITY SOCIAL JUSTICE DIVERSITY HUMILITY SUPPORT SYSTEM COURAGE CATALYST DIFFERENCE CULTURE RESPECT DIVERSITY OF COLLECTION ALL INTERSECTIONAL GROWTH INTERSECTIONALITY DECOMING COURAGE TRUST ACCOUNTABILITY WELCOMING VALUED GROWTH CENTERING COMMUNITY WELCOMING TRANSPARENCY INTERACTING ACTIVE FAIRNESS JUSTICE NEEDS DIGNITY WELCOMING TRANSPARENCY INTERACTING ACTIVE FAIRNESS JUSTICE NEEDS DIGNITY OPENNESS EQUITY FAMILY TRANSPARENCY RECEPTIVENESS CONNECTION OPENNESS EQUITY FAMILY COLLECTIVE RESPONSIBILITES ACCOUNTABILITY OPENNESS INTERSECTIONALITY COMMUNITY BACKGROUNDS INFORMATIVE SOCIAL JUSTICE TRUST INTERSECTIONALITY COMMUNITY BACKGROUNDS INFORMATIVE SOCIAL JUSTICE HONESTY DIFFERENCE AFFIRMING IDENTITIES LEADERSHIP INFORMATIVE VALUED PERSPECTIVES FRIENDLINESS SUPPORT SYSTEM SOLIDARITY RECEPTIVENESS CATALYST THRIVING CONSCIOUS COMMUNITY APPRECIATION CARE

Thank you



CERTIFICATE OF COMPLETION

CADIA DEI Accelerator Program

December 2021

This Certification is Awarded to:

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