DEI&B at SI
Advancing Racial & Ethnic Equity with limited resources
SI’s DEI&B Journey

What we did

Courage
Curiosity
Action
Embracing Change

How we did it
Where we are going
How we got here: Building THE foundation

- Our story began with an *individual* using their authority, power, position and influence to pursue the necessary change and *deciding to do it*.
- They understood that change would not have been possible in the status quo.
- We needed to tear some things down and re-build.

**Strategic difference-makers:**

- Re-imagining the governance structure: Changed the name and orientation of the HR division to People & Culture and elevated the head of that division (new hire) to VP of P&C.
- Elevated DEI&B and embedded into our 5 Year Corporate Strategy
- Listened to our staff and focused on long-term change not short-term fixes
- Made a commitment to be transparent
How we got here: Building ON the foundation

- Embedded an equity focus at critical junctures of the employee life cycle
- Applied DEI&B lens to all corporate policies (including talent acquisition) & benefits
- Prioritized DEI&B Learning & Development
- Expanded staff engagement initiatives and avenues for feedback
- Improved how we collect, track and use DEIB data to improve our leadership, performance, DEIB programs & initiatives and support to our staff.
Where we are today: Our Numbers

Race & Ethnicity: Current staff

- Share of BIPOC staff has increased from 28% in 2020 to 42% at the end of 2023
- Increased tenure
- Reduced turnover

Engagement

- > 90% of staff feel respected and valued by teammates at SI
- > 90% of staff feel DEI&B is important to them
- 90% of staff consider at least one of their coworkers to be someone they trust
- BIPOC responses = or > than average
Looking Ahead

- **We plan to keep the momentum going!**
  - Our foundation is steady & our structure makes sense
  - Trust, Respect and Employee Engagement continue to grow
  - Continue to focus on not just acquisition but also **retention** of diverse talent

- **Things we continue to consider:**
  - Declining state of DEI&B in our external environment
  - DEI&B Maturity
    - The power of humility
    - Individual vs. Collective regard
  - Limited resources; chasing competing priorities
We are excited about being part of a community that is focused on shaping and making progress in achieving Racial & Ethnic Equity in our sector.

Opportunity to contribute to sectoral learning and change
Contact Us:
4201 Wilson Blvd, Suite 305
Arlington, VA 22203

info@socialimpact.com
703-465-1884