



## The Four Categories of **D.I.E. Work**



### **EDUCATION & TRAINING**

Involves employees/staff doing Self Work, exploring Blind Spots, and Biases, becoming Culturally Competent and building personal Capacity for DIE work. .

**01**



### **DIVERSITY WORK**

This is about the organization or units & teams changing & building habits to affect change. This is done through Benchmarking, Assessments, Employee Life Cycle Initiatives, etc.

**02**



### **DEIB PROGRAMMING**

This is what takes place regularly in the org and involves things such as ERGs, Cultural Celebrations and Educational programs/events, Mentoring programs, lectures, discussions, etc.

**03**



### **INCLUSIVE EXCELLENCE**

This is when orgs/teams go beyond inclusion to seek and ensure equity and justice in policy, practice and outcomes. This Involves ongoing transformational data informed work and more intense training towards certifications.

**04**