

23 DEI BEST PRACTICES

WHO LEADS
MINNESOTA?



Bias and cultural competence training

- Use workplace training as one component of a larger approach to shift attitudes and behavior to be more inclusive and equitable.
- Bias and cultural competence training may not be enough. It could increase the amount of stereotyping and bias in the workplace.
- Cover a variety of topics. Focus on self-efficacy and empowerment, integrate interactive components, and spend enough time and effort to yield positive outcomes.

Staff programming

- Provide or support mentoring initiatives and leadership development programs tailored for staff from underrepresented communities.
- Create and support employee resource groups for staff from communities currently underrepresented in leadership.
- Be mindful of the added burden placed on individuals from underrepresented backgrounds to participate in committees, workgroups, and mentoring programs.



Hiring and promotions

→ Technological approaches may reduce bias in the hiring process, such as hiding demographic information and names from applications.

! **Caution: Some approaches are often biased themselves.**

→ Utilize cluster hiring. Hire multiple staff at the same time, to increase diversity of new hires and reduce tokenism and stigmatization.

→ Create an official policy for hiring people with disabilities.

→ Advertise open positions broadly and place advertisements where they are likely to be seen by individuals from underrepresented groups.

→ Be explicit about your organization's commitment to DEI in job postings.

→ Commit to proactive recruiting strategies in underrepresented communities.

→ Identify clear pathways for promotion and advancement within your organization. Reduce ambiguity in performance reviews and performance-based rewards.

Oversight and assessing impact

→ Ensure sufficient oversight of DEI efforts. Prioritize accountability and transparency.

→ Identify clear and measurable goals. Track progress. Assess unintended consequences of all DEI efforts.



Workplace culture

- Be explicit about your organization's commitment to DEI.
- Allocate resources—including funds and staff time—to DEI efforts.
- Prioritize relationship-building with and among staff. Convey respect for and trust in their employees.
- Focus more on relational aspects of your organization's work. Promote collaboration over competition, reward teamwork, and encourage mentorship.
- Model a good work-life balance.

Workplace policies

- Current discrimination and harassment complaint processes can do more harm than good. Explore options, like ombudsman programs and anonymous online complaint reporting systems.
- Define “inclusive behavior” clearly for your organization. Hold staff accountable if they do not follow these expectations.
- Clearly communicate the purpose of workplace policies regarding DEI efforts.



**Minnesota
Compass**

For more information contact
Melissa Serafin, Research Associate
651.280.2734 | melissa.serafin@wilder.org

mncompass.org/leadership-toolkit