EDI Framework in Organizational Structure

The Conference Board of Canada

				Susta	inable busin	ess perf	ormance					
		Engaged co	citizen	Employer of choice			Corporate role model					
					Outco	mes	1					
	Better decision-making		Inclusive organizational culture			Expanded client/ customer base		More innovation and higher productivity		ed ional ance		
		1			Outp	uta	1					
A workforce that reflects the client/ customer base		More dive leadersh			adaptive and		Leadership Engaged aware of the employees value of D&I			Employee retention		
					Activ	ties						
Business plans that link D&I goals to strategy		Sponsor Employee Resource Groups		recruitr	tion and ment from talent pool	t from L&D to			argeted at se groups	employee	L&D to build employee D&I awareness	
					Inpu	16						
n untapped, diverse local talent pool		Corporate strategy that integrates D&I values			D&I budget		D&I staff		Compliance with human rights and equity legislation			

D&I – diversity and inclusion; L&D – learning and development Sources: The Conference Board of Canada; adapted from Hesketh, Managing the Value of Your Talent.