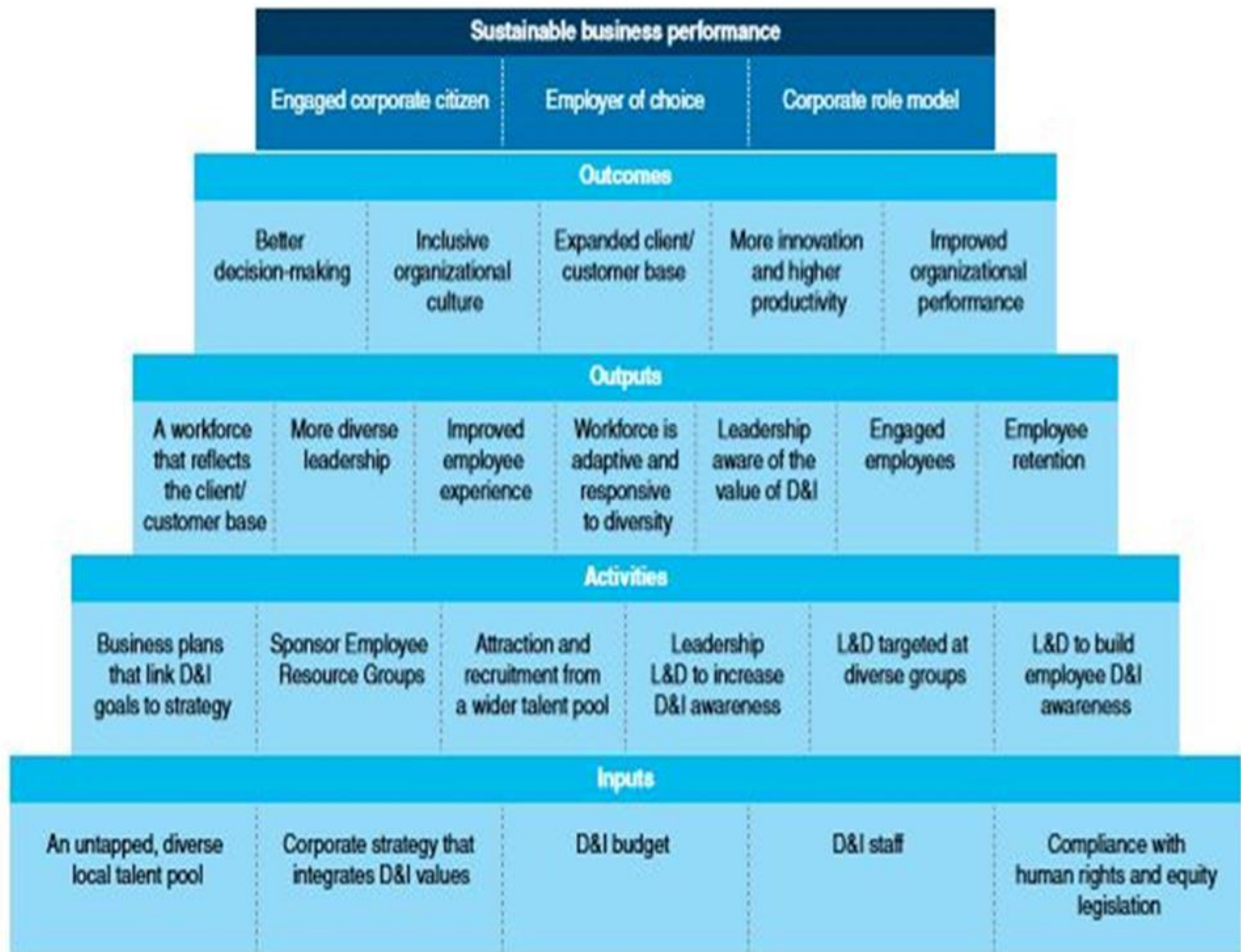


EDI Framework in Organizational Structure

The Conference Board of Canada



D&I – diversity and inclusion; L&D – learning and development

Sources: The Conference Board of Canada; adapted from Heskoth, *Managing the Value of Your Talent*.