

## Diversity Mark

Guidance for Organisations Starting their ED&I Journey

Those Organisations aligned to Compliance or Level 1 on the ED&I Maturity Matrix, at the start, or an early stage in the ED&I Process



# Equality, Diversity and Inclusion (EDI) Maturity Matrix

EDI enhances our competitive advantage

Level 4

#### Level 3

#### Championed

EDI is now fully integrated into day-to-day activities and forms part of the organisation's core values, goals and practices

Organisations will now be making an impact on EDI more widely within their sector, and within the community

#### Innovation

The organisation's inclusive culture becomes pillar of their employer brand. They lead on best in class EDI practices with new complex challenges and sustainability into future years

Culture change Level 2

#### Level 1

#### Discovery

EDI is recognised as a business benefit

The organisation seeks to identify gaps in their EDI practices

Local EDI Strategy Development & Implementation The organisation is fully committed and bought into the

benefits of EDI

Committed

Local EDI strategy embedded for 2+ years and regularly reviewed and increased awareness of EDI

throughout the

organisation

Regulatory Compliance

### The organisation is meeting legal

EDI is not on the agenda

requirements

Discovery

Any new initiatives are in response to a problem

#### **D&I Maturity Model from Tapnetwork.ca**

If incorporating ED&I into your Organisation is a new experience for your Organisation, or you are at an early stage (Compliance or Level 1) <u>OR</u> you wish to be assessed across ED&I strategy, and two Gender Targets then the guidance below should help in your initial application:



#### Target 1

Your first target should be 'Develop an Equality, Diversity, and Inclusion Strategy' unless a strategy is already in place, in which case your target should be 'Review and Refresh our Equality, Diversity and Inclusion Strategy'.

If you are part of a Global organisation we don't recommend a default use of a global ED&I Strategy, rather that your ED&I Strategy is based on your local geography, workforce and legal requirements. Your ED&I strategy will require approval from your Board or senior stakeholders and progress against it should be included in your Board reports. This strategy will serve as a foundation for identifying and setting tangible supporting targets. Please go to Example Targets document for an example

<u>OR</u> another good place to start would be to get your Board bought into the benefits; something that will benefit the organisation as you build the foundations that will become your ED&I Strategy. Actions might include:

Identify a Board Level ED&I Champion and set up Working Group to build the foundations for the ED&I Plan with specific, targeted and dated actions such as:

- Define roles & responsibilities for Champions & Working Group
- Outline the High-Level Purpose and Mission Statement for ED&I within your Organisation as you baseline for the ED&I Strategy

#### Targets 2 & 3

You can then decide which additional targets to submit after analysing internal data and consulting with key stakeholders, with a particular focus on Gender Diversity at the initial Accreditation stage. Remember that the targets you select should be those that will best help your Organisation mature in terms of ED&I.

Organisations at the early stages of their ED&I journey should focus on establishing foundational targets to support future change, for example, setting up a new Women's Network/ Employee Resource Group (ERG). Please go to our Example Targets document for examples of such targets. Action-oriented targets can also drive meaningful progress, for example:

- Commitment to increasing female leadership by X%, from A% to B% by a specified date
- Commitment to increasing female recruitment by X%, from A% to B% by a specified date

We recognise that some Sectors, Organisations and even Departments within Organisations may see under-representation in males and would advise that Signatories have a strategy that seeks to achieve a positive gender balance across the whole organisation, not just certain parts of it.



