

# diversity, equity & inclusion

Forward-thinking organizations see Diversity, Equity & Inclusion (DEI) as both an imperative and opportunity but often don't have the tools for meaningful change. They need inclusive solutions that entice all segments – from the individual to the entire organization.

**Diversity, equity, and inclusion is accomplished when leaders clearly understand the intersections of the organization's cultural values and norms with the vast opportunities that DEI brings. At Strelo Group, we work with you to design an actionable plan so individuals, leaders, teams, and organizations can be more whole, healthy, and just.**

We approach each engagement uniquely, meeting you where you are in your DEI journey. We customize every facet to address your distinct needs. While the scope of our engagement is specific to each client, our DEI approach always integrates three key themes.

- 1 **The Journey Starts with Self.** We believe that authentic and impactful change begins with a deeper understanding of Self — what you bring to this journey as strengths, potential bottlenecks, and/or blind spots. We invite you to see yourselves in relation to the systems you seek to change.
- 2 **Engaging with Others: Perspective Taking and Empathy.** The most sustainable DEI solutions begin with inviting and soliciting different perspectives, so you can develop empathy for all you aim to serve. Our work increases your capacity and willingness to seek new perspectives that are critical for sustainable solutions.
- 3 **Seeing and Engaging the System.** Cultural norms, processes, and structures are frequently the most invisible to those who benefit from them the most — those belonging to the mainstream or majority culture. Strelo Group believes you can only change what you can see. We bring resources to help you see and understand the systems within which you've designed your programs and policies.

## OUR DEI APPROACH EMBODIES THREE VALUES.

### *coherence*

because we believe that individuals, teams, and organizations thrive when they function interdependently, and each can contribute to their fullest potential.

### *diversity & inclusion*

because we believe the key to all sustainable and meaningful change comes from engaging diverse perspectives and insight.

### *collective wisdom*

because we believe that the wisdom of any given group or team far exceeds that of any one individual in that group and also exceeds the sum of its parts.

## APPROACH AT A GLANCE

An inclusive approach that ensures all voices are heard, strengthening shared ownership of outcomes and eliciting the collective wisdom of the team

Design and facilitation of guided conversations with client leadership and advisory teams

Pre-work and session content tailored to the client so that outcomes are relevant and immediately actionable

## ILLUSTRATIVE OUTCOMES

A clear picture of your organization's current state to inform strategy development

A clearly articulated strategic intent and intended outcomes to guide building a culture of diversity, equity, and inclusion

A relevant and shared vocabulary to ground your DEI journey

Design and charter for the role of your DEI advisory team

Strengthened relationships and shared commitment among stakeholders and partners

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We needed a partner to walk us through the journey thoughtfully, helping us have honest conversations about our current practices and uncovering incorrect assumptions about what it would take to make meaningful change.

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