



KEITH WYCHE

## **“Jumpstarting Your DEI Initiatives: Diversity is NOT Enough”**

The Importance of Inclusion and Equity in Creating Systems Change

Unlike many DEI practitioners who come from a Human Resources or a pure Diversity background, as an executive responsible for billion-dollar businesses, Keith has leveraged DEI to create inclusive cultures that deliver bottom-line results. Some examples include:

- How impactful DEI efforts are helping hire and retain top talent and make your organization an “Employer of Choice”.
- Why it’s important to embrace a “Systems Change” approach to DEI to deliver enterprise-wide, sustainable DEI results.
- Looking at the intersectionality of Diversity, Equity, and Inclusion, and unlocking the potential of each to move your organization forward.
- How to change the hearts and minds of those who don’t see the reason or value of DEI.

As a DEI consultant and thought leader for over twenty years, Keith has been hired by numerous Fortune 500 companies and organizations to help them evaluate, re-imagine, and improve the outcomes of their DEI initiatives. In this presentation, Keith shares the missteps, challenges, and best practices from these engagements to provide insights into how your organization can jumpstart your DEI efforts.

After hearing Keith speak on this subject, audiences will learn how to create a culture of inclusion and make DEI an enterprise-wide effort. Keith will provide insight into:

- “How We Got Here” (Why DEI is even necessary?)
- DEI Myths vs. Reality
- Manager and Employee Disconnects and Responsibilities
- Best Practices for Successful DEI Implementation

To encourage greater engagement, Keith recommends adding a Q&A session, or Fireside Chat conversation to help audiences further embrace these insights.