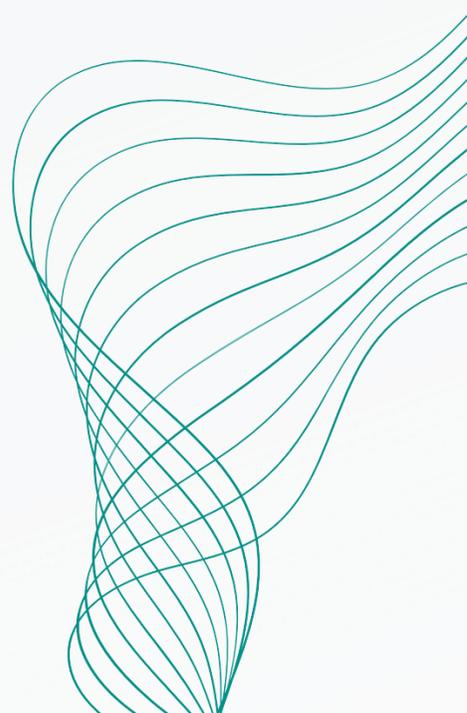




**HOW TO CREATE AN
IMPACTFUL DE&I PROGRAM**
**BENEFIT YOUR EMPLOYEES
& YOUR BOTTOM LINE**

GLOBAL  LT



AGENDA

01

ABOUT US & INTRODUCTIONS

02

WHAT'S THE BUSINESS CASE FOR CREATING A DE&I STRATEGY?

03

HOW CAN HR LEADERS CREATE AN IMPACTFUL STRATEGY?

04

BEING AN ALLY AS A WHITE LEADER

05

SUPPORTING A GLOBAL WORKFORCE AND UNDERSTANDING CULTURAL NUANCES

06

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ABOUT US



At Global LT, we put people first. Our teachers, students, and corporate staff are why language learners are successful anywhere in the world.



Our mission is to empower professionals and their families to live, work, and communicate successfully worldwide. Global LT is minority owned and founded by an immigrant; celebrating diversity is at the heart of who we are.

SERVICES RESOURCES ABOUT US CAREERS CONTACT US

Connect Your Workforce with Language

Empowering people to live and work successfully - anywhere in the world

Let's Learn Together



MEET THE PRESENTERS

Aparna Rae

Aparna is the founder of Moving Beyond, a startup building solutions to solve complex DE&I and People challenges using real-time Employee Voice & Impact data, experiential e-learning, and an innovative lab approach grounded in human-centered design.



Sam Sanders SHRM-CP

Sam has an extensive background in functional components of HR, with competencies in DE&I, Compensation & Benefits, Talent Acquisition, Employee Relations, and Employee Communications. Sam has an MBA from the University of Chicago and an SHRM-CP designation.



Patricia Diaz

Patricia Diaz has over sixteen years of B2B and B2C marketing experience and is Global LT's Vice President of Marketing. She is the Chairwoman of the board for the National Institute for Social Media.



CLOSE YOUR EYES
AND THINK OF AN
IMMIGRANT. WHAT
DO THEY LOOK
LIKE?



DIVERSITY & THE FUTURE OF WORK

Upskilling



- Generation Z is the most racially-diverse U.S. generation, with approximately 48 percent identifying as non-white.
- One in three Americans is projected to belong to a race other than white by 2060, with the fastest-growing U.S. racial or ethnic group being those who are two or more races.

- According to the Center for Immigration Studies, there has been a decades-long decline in the labor force participation rate of the U.S.-born of working age (16 to 64), from 77.3 percent in 2000 to 73.5 percent in the fourth quarter of 2022.
- The future of work depends on immigrants, Gen Z and retaining and engaging them (including language & culture training).

Reskilling



DE&I & YOUR GLOBAL WORKFORCE

17.4 percent of the U.S. workforce is foreign-born as of 2021.

The world of work is global and English shouldn't be the default.

GLOBAL OPERATIONS

The US focuses DE&I on race, gender, and sexuality amongst others, but the rest of the world may not register those characteristics as necessary to include in a DE&I policy.

DE&I IS DIFFERENT AROUND THE WORLD

Translation & interpretation, cultural training, holiday and seasonal celebrations, acceptance and inclusivity

COMMUNICATION MATTERS

Key DEI Factors Similarities and Differences between the U.S. and Asia

U.S:

- Centrality of Race
- Other Issues: Gender, LGBTQ+
- Cultural Background: Individualism, Freedom,
- Key Values: Social Justice & Equality

ASIA:

- Ethnicity > Race
- Other Issues: Nationality, Gender, Religion, Language, LGBTQ+
- Cultural Background: Group Orientation and Social Hierarchy
- Key Values: Loyalty, Harmony, Benevolence

DO WHITE LEADERS HAVE ANY BUSINESS TALKING ABOUT DE&I?

- They sure do! 63% of diversity and inclusion leadership roles were occupied by White women.
- Tangible changes white leaders can make:
 - Leverage privilege
 - Mentor & Sponsor
 - Advocate for Structural Changes
 - Be consistent

Internally Audit:

- Pay equity
- Promotional opportunities
- Cultural training



DE&I & THE BOTTOM LINE

Compared to individual decision makers, diverse teams make better business decisions 66 percent of the time.

66%



CREATING A CULTURE OF EQUITY

01

Send a questionnaire to your workforce and get a pulse check about what they want to see from a DE&I policy.

02

Invite diverse voices to the room when crafting a policy. Include employee's from different cultures, different ethnicities, and who speak different languages.

03

Don't assume it's a "set it and forget it" kind of thing. A DE&I policy that's going to have a positive impact on your workforce has to be reviewed and edited with agility.

04

Pivot quickly when something isn't working. In order to do this, you'll need someone to "own" the DE&I policy, and you'll have to survey your workforce regularly.

Q&A



Aparna



Sam



Patricia

THANKS FOR COMING!

Stay tuned for our next webinar!



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