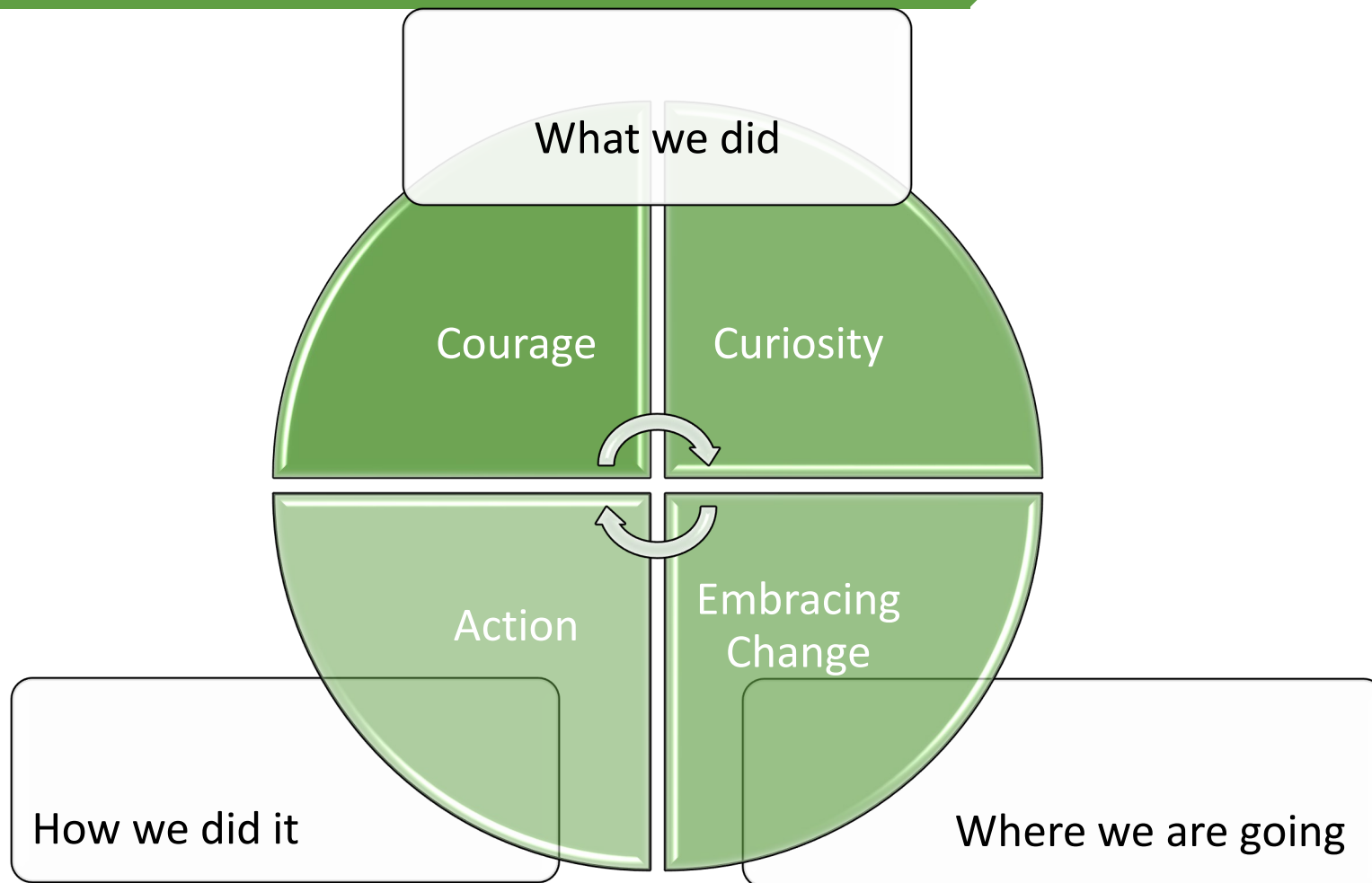




DEI&B at SI

*Advancing Racial & Ethnic Equity with
limited resources*

SI's DEI&B Journey



How we got here: Building THE foundation

- Our story began with an *individual* using their authority, power, position and influence to pursue the necessary change and *deciding to do it*.
- They understood that change would not have been possible in the status quo.
- We needed to tear some things down and re-build.

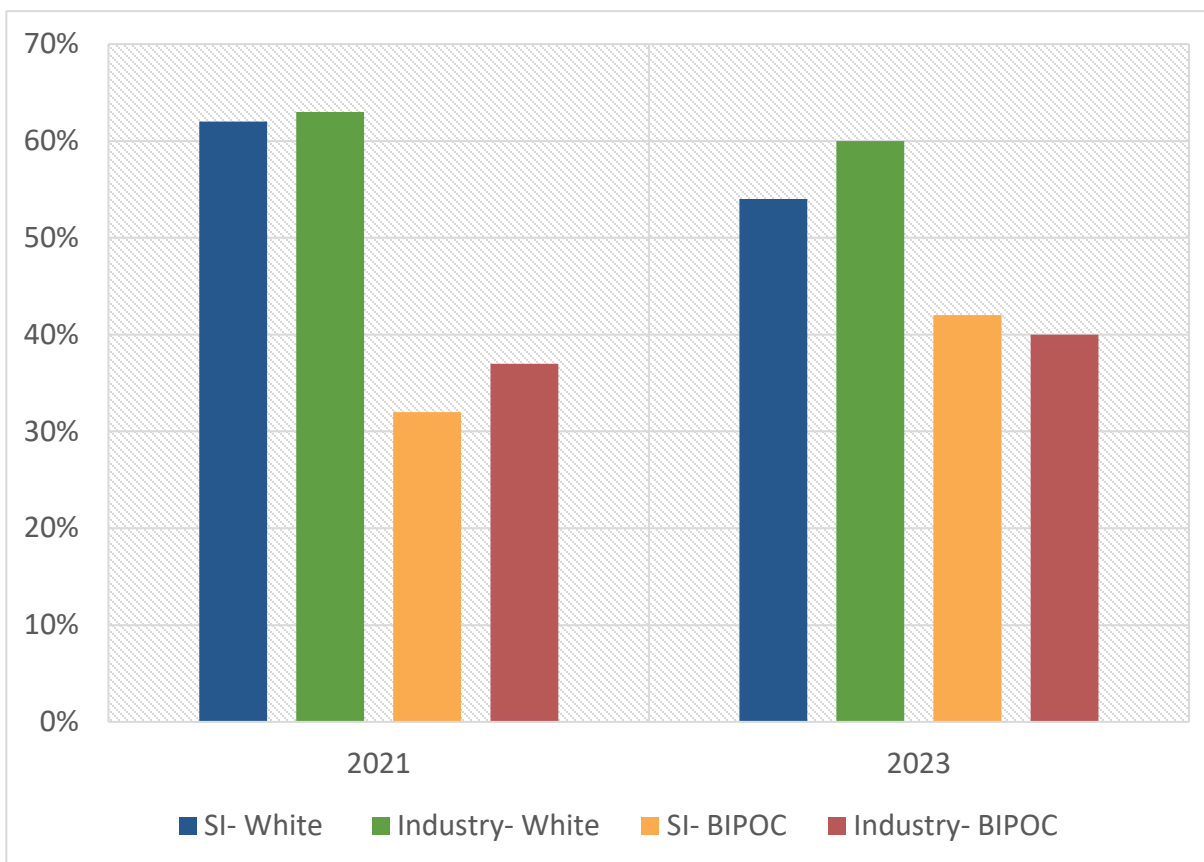
- **Strategic difference-makers:**
 - ▶ Re-imagining the governance structure: Changed the name and orientation of the HR division to People & Culture and elevated the head of that division (new hire) to VP of P&C.
 - ▶ Elevated DEI&B and embedded into our 5 Year Corporate Strategy
 - ▶ Listened to our staff and focused on long-term change not short-term fixes
 - ▶ Made a commitment to be transparent

How we got here: Building ON the foundation

- Embedded an equity focus at critical junctures of the employee life cycle
- Applied DEI&B lens to all corporate policies (including talent acquisition) & benefits
- Prioritized DEI&B Learning & Development
- Expanded staff engagement initiatives and avenues for feedback
- Improved how we collect, track and use DEIB data to improve our leadership, performance, DEIB programs & initiatives and support to our staff.

Where we are today: Our Numbers

Race & Ethnicity: Current staff



Representation

- Share of BIPOC staff has increased from **28%** in 2020 to **42%** at the end of 2023
- Increased tenure
- Reduced turnover

Engagement

- > 90% of staff feel respected and valued by teammates at SI
- > 90% of staff feel DEI&B is important to them
- 90% of staff consider at least one of their coworkers to be someone they trust
- BIPOC responses = or > than average

Looking Ahead

■ We plan to keep the momentum going!

- ▶ Our foundation is steady & our structure makes sense
- ▶ Trust, Respect and Employee Engagement continue to grow
- ▶ Continue to focus on not just acquisition but also **retention** of diverse talent

■ Things we continue to consider:

- ▶ Declining state of DEI&B in our external environment
- ▶ DEI&B Maturity
 - The power of humility
 - Individual vs. Collective regard
- ▶ Limited resources; chasing competing priorities

CREED & Social Impact

- We are excited about being part of a community that is focused on shaping and making progress in achieving Racial & Ethnic Equity in our sector.
- Opportunity to contribute to sectoral learning and change

Contact Us:

4201 Wilson Blvd, Suite 305
Arlington, VA 22203

info@socialimpact.com

703-465-1884



www.socialimpact.com



SocialImpact



SocImpactInc

