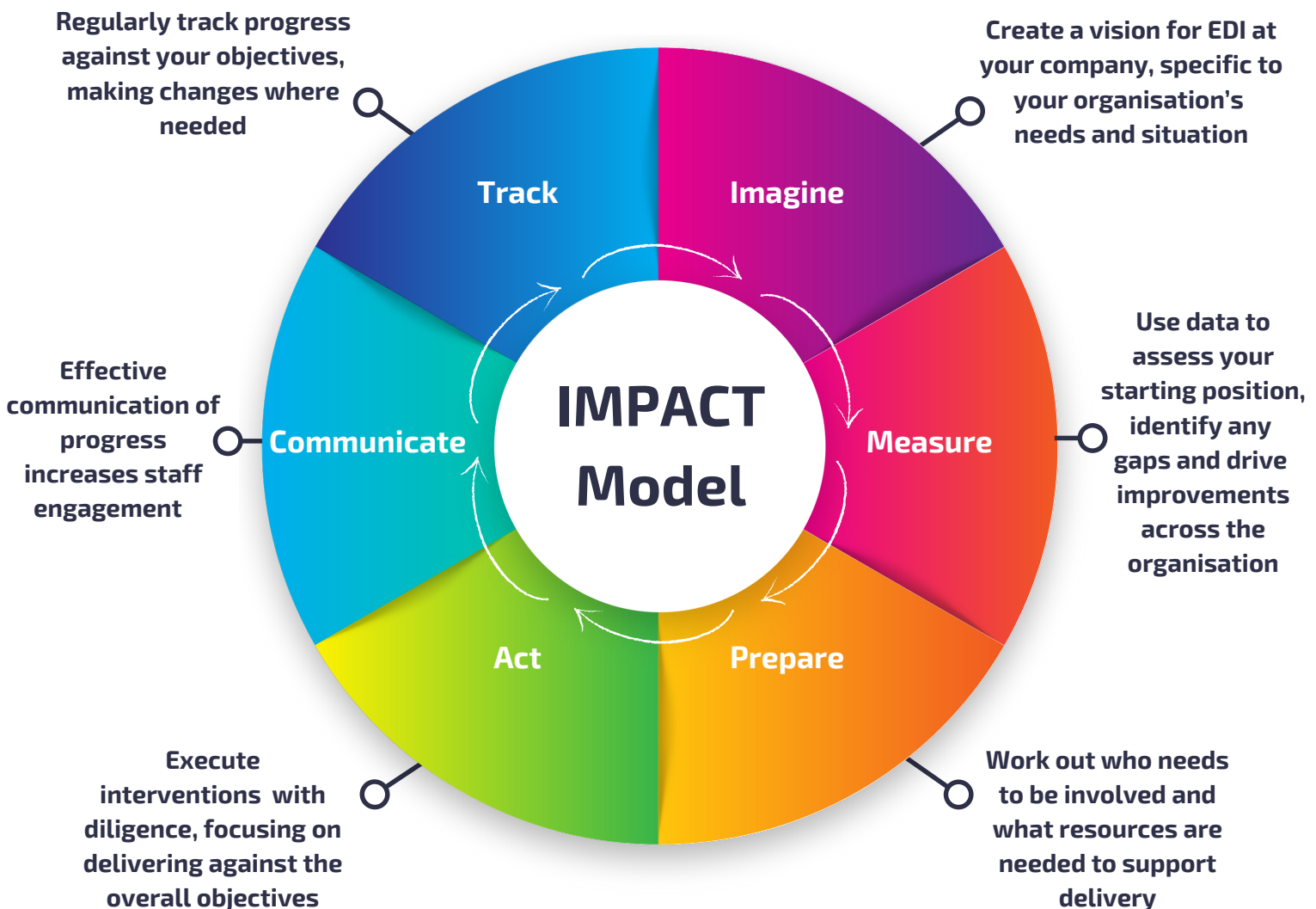


## NEED AN EDI MASTER PLAN?

# IMPACT MODEL

This equality, diversity and inclusion (EDI) impact framework is designed to make it easier for organisations to implement effective EDI strategies. Use this model to explain what you are doing and why. Demonstrate potential impact and create a clear vision of the future for your leadership team and organisation.



# EDI Strategy Worksheet

IMAGINE: Our company's EDI vision is to\_\_\_\_\_

**QUESTIONS TO CONSIDER:**

- What does EDI success look like for your company?
- What do you want people to say about EDI at your company?
- What are your SMART objectives?

*REMEMBER: visions should be long term, ambitious, specific and aligned to your overall business vision/mission*

MEASURE: Our top three KPIs are \_\_\_\_\_

**QUESTIONS TO CONSIDER:**

- What quantitative measures are important to your company?
- What qualitative measures are important to your company?
- How will you fill any data gaps that you have?

*REMEMBER: data must consider intersectionality, differences between departments and grades within your company*

PREPARE: In the next month we will [\_\_\_\_\_], this will be led by [\_\_\_\_\_], which will result in [\_\_\_\_\_]. In the next 3 months we will [\_\_\_\_\_] this will be led by [\_\_\_\_\_], which will result in [\_\_\_\_\_]. In the next 6 months we will [\_\_\_\_\_], this will be led by [\_\_\_\_\_], which will result in [\_\_\_\_\_].

**QUESTIONS TO CONSIDER:**

- What actions / projects will deliver the most significant positive impact?
- Which individuals / departments need to own specific actions?
- What resources (finances / people) are needed to deliver successful outcomes?

*REMEMBER: each action should be matched to a specific outcome and must align to the overall business case*

# EDI Strategy Worksheet

**ACT:** Our top five priority activities are \_\_\_\_\_

## QUESTIONS TO CONSIDER:

- Is the external / internal environment the same as when the plan was made?
- Are resources (personnel / finances) still available to deliver successfully?
- Is there a need to re-plan your activities in light of recent events / changes?

*REMEMBER: revisit your EDI strategy on a quarterly basis to ensure that it is kept updated and momentum is maintained*

**COMMUNICATE:** We will communicate our EDI progress to [\_\_\_\_\_] on a weekly / monthly / quarterly basis, with feedback documented and reported to [\_\_\_\_\_]

## QUESTIONS TO CONSIDER:

- What level of info needs to be reported to senior leaders and how frequently?
- What is the best format to communicate with all current staff about EDI progress (newsletters, intranet, presentations)?
- Which external channels are best for communicating your progress to the wider world (where relevant)?

*REMEMBER: maintain a constant flow of EDI updates to keep EDI visible and ensure that feedback is gathered on a regular basis*

**TRACK:** In the next 12 months, we will carry out [\_\_\_\_\_] staff surveys and collect quantitative and qualitative data

## QUESTIONS TO CONSIDER:

- What data can be tracked in real-time and how frequently?
- How often can you conduct staff surveys without staff getting survey fatigue?
- What other opportunities are there to collect and compare data?

*REMEMBER: collect both qualitative and quantitative data and use this data to inform and refine your EDI strategy*