

Gumball

Building Your DEI Initiative

Seek Diversity, Create Equity, Practice Inclusion™

This is a comprehensive company-wide approach to DEI. It is not a set of disparate training courses.

For more information on how you can build a leading – edge DEI Initiative in your organization, contact hello@gumballenterprises.com.



Why We're Different

Traditional DEI Frameworks

Traditional Diversity, Equity, and Inclusion (DEI) Frameworks tend to be 'class' based, which usually target quotas, and discount the complexity of intersectionality, which ends up contradicting its own efforts toward inclusion.

Gender

Race

Sexual
Orientation

Our DEI Framework

Our DEI Framework focuses on a scalable, behavioral change method that, regardless of global location, equips organizations to *Seek Diversity, Create Equity and Practice Inclusion*SM. As a result, leaders are enabled to focus on ALL employees regardless of what 'class' they may be considered belonging to. This is done by means of applying a DEI lens on BOTH workplace processes and leadership capabilities. The application of the DEI lens requires expert [strategic advising](#) to support the development of the right governance, [coaching](#) to develop new DEI skills, and facilitation for conducting the [Necessary Conversations](#)SM. Constructive DEI dialogue is at the heart of all behavioral and sustainable change; we are experts at providing you this capability.

Seek
Diversity

The variety of people and ideas within an organization

Create
Equity

The proportion needed to provide equal opportunity for all employees

Practice
Inclusion

Exercised behaviors that assure individuals feel they are a valued participant of the organization.

Gumball

Leadership
Development
Services

Telephone: 206.931.1865

Email: hello@gumballenterprises.com

Visit: www.gumballenterprises.com

*Seek Diversity, Create
Equity, Practice
Inclusion!!*

