



GRAVITEAMS
MISSION TO PERFORM

LSP Workshop Results

April 2025



What is your vision for Diversity, Inclusion, Equity and Belonging at your Organization?

Insights from individual models

DEIB Vision – Insights from Individual Models

The following key themes were highlighted in the participants' individual model presentations.

- Diversity of Identity and Self-Awareness
- importance of upward feedback
- Equity Through Tailored Support and learning opportunities
- Belonging as a Feeling of Home
- Mutual Respect and Acceptance of Differences
- ✦ Empowerment and Personal Agency – making every voice heard



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DEIB Vision – Insights from the Shared model[✦]



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- **Start with a clean slate** to build a transparent and inclusive organizational structure.
- **Remove barriers to advancement** and ensure equitable access to leadership roles, especially for women.
- **Enhance communication across levels** to prevent isolation and support cohesion.
- **Foster collaborative growth** where team success is prioritized over individual progression.
- ✦ **Promote leadership by example**, valuing work ethic and contribution over formal titles.

Identified Challenges in the current DEIB landscape



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- **Perceived exclusion of high performers** in DEIB initiatives, risking alienation of those already succeeding.
- **Legacy mindsets and past experiences**, including trauma or outdated assumptions, hinder growth.
- **Limited cross-team interaction**, leading to a lack of connectedness and psychological safety.
- **Generational divides**, with older employees sometimes feeling overlooked in favor of younger colleagues.
- **Ineffective communication channels**, resulting in ideas not reaching upper management and disengaged employees being unheard.

Identified Opportunities in the current DEIB⁺ landscape



- Strong foundation of emotional intelligence and positivity across the organization.
- Potential to leverage digital tools and AI to reduce administrative burden and free time for development.
- Cultural strength in constructive feedback, supporting continuous improvement.
- Appreciation for individuality and personal development, with suggestions for mentoring and IDPs (Individual Development Plans).
- Desire for inclusive idea-sharing forums, enabling all employees to contribute directly to strategic vision and change.

Workstreams and Initiatives



1. Mindset

Don't allow assumptions to shape your perception/ reality or shape the future

Championed by xxx

2. Be Heard

Direct communication with higher management

More diversity in the middle and higher level management

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3. Transparency about Opportunities

Individual Development Plans (IDPs)

Visibility of the opportunities currently present / future

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DEIB Mission Statement



We will advocate, connect, and create opportunities for every colleague so that diverse voices shape a future where everyone belongs, grows, and leads authentically.

(created by ChatGPT from original inputs by participants)



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