



Navigating DEI in 2025

Create a more inclusive workplace in the year ahead by focusing on the three key areas below. Use the thought-starter questions to chart your path toward a fair and respectful workplace.

 Talent reimagined Skills-based hiring

Business case: Education

- 1. What metrics will we use to measure the effectiveness of skills-based hiring on DEI outcomes?
- 2. What partnerships could expand our talent pipeline?
- 3. How will we ensure job descriptions focus on skills rather than credentials?

2. Leveling the game Culture of inclusion

Equity and belonging: Leadership

- 1. What accountability measures exist for inclusive leadership behaviors?
- 2. How are we tracking promotion velocity across different demographics?
- 3. Do we have survey data to track progress?

3. Al for everyone Org readiness

Build, buy, borrow, bot: Workforce planning

- 1. How are we identifying skills gaps and forecasting future needs?
- 2. How will we audit AI systems for potential bias?
- 3. How are we preparing for Al's impact on different workforce segments?

Enablement: Tools

- 1. How will we ensure our tech stack supports skills-based hiring?
- 2. How will we ensure our tools don't create new forms of bias?
- 3. What training will recruiters need to effectively use these tools?

Learning and development: Employee skills

- 1. How do we identify and remove barriers to skill development?
- 2. Is there clarity around what skills are necessary for career paths?
- 3. What resources are available internally and externally for development opportunities?

Culture of mobility: Employees

- 1. How are we enabling employees to reskill and upskill?
- 2. How are we equipping managers to lead through these changes?
- 3. What feedback mechanisms will capture concerns about AI?