

The IDEA Maturity Model

A STRATEGIC GUIDE

*Where is your organization
on the journey towards greater
Inclusion, Diversity, Equity, and Accountability?*

Curious

- Basic understanding
- Desire to improve
- Celebrating diversity

Compliant

- Regulation focus
- Introductory DEI/Bias training
- Exploring inclusion

Committed

- Vocalized, public support
- Expectation-setting for employees
- Evaluating data and experimenting with process enhancements
- Advanced ongoing education or signature programs, ERGs

Culture-Shifting

- Clear goals, metrics, and priorities (strategy)
- Enhanced talent process
- Leadership buy-in/value
- Regularly reported data
- Uncovered disparities, targeted efforts to address

Catalyzing

- IDEA is normalized and embedded
- Continuous IDEA tracking, improvement and innovation
- Employee empowerment
- External impact & recognition
- IDEA sustainability with strategic focus & resources

From Idea To Maturity

B Lingard



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