Webinar: Diversity, Equity, Inclusion, & Belonging for your Mobile Workforce

June 25, 1PM

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POLL:

Does your company have DEIB goals or programs?

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What is DEIB?

Asking the right questions

DIVERSITY ASKS	EQUITY ASKS	INCLUSION ASKS	BELONGING ASKS
WHO IS IN THE ROOM?	**WHO IS TRYING TO GET** IN THE ROOM **BUT CAN'T** – AND WHAT ARE THE BARRIERS?	HAVE EVERYONE'S IDEAS BEEN **HEARD, RESPECTED, AND UNDERSTOOD?**	IS EVERYONE FEELING **VALUED** THROUGH POSITIVE CONNECTIONS WITH OTHERS AND ABLE TO **BRING THE AUTHENTIC SELF TO WORK?**

The Why?

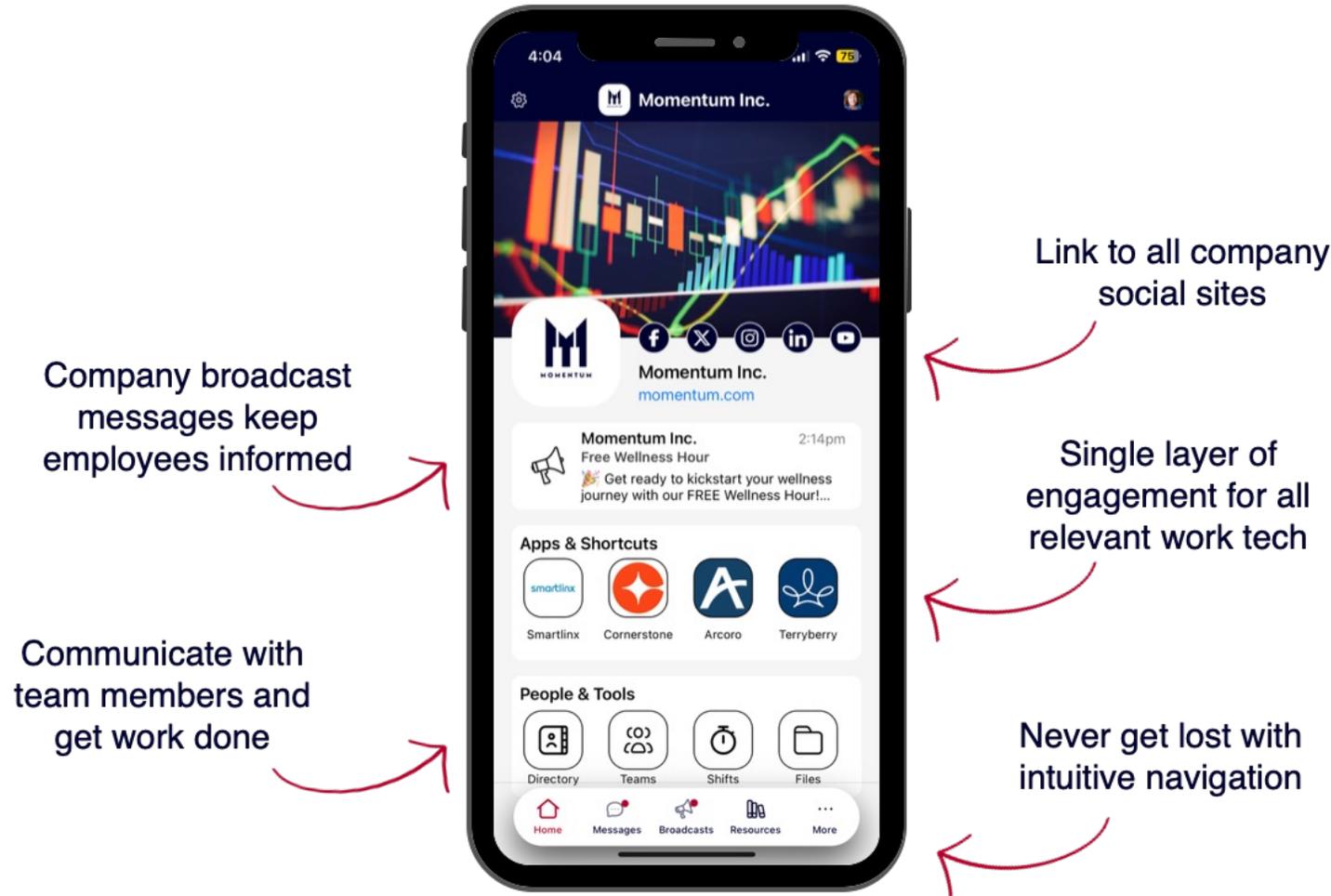"We believe empowering and linking your frontline workforce is an embodiment of inclusion."

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Who We Are

Relentlessly dedicated to closing the massive gap that's existed forever between the desk world and the mobile world.

PEOPLE + **PURPOSE** + **PROCESS**

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The Workrede Mobile Experience

Link to all company social sites

Company broadcast messages keep employees informed

Single layer of engagement for all relevant work tech

Communicate with team members and get work done

Never get lost with intuitive navigation

Designed for the Mobile Workforce:

Workrede knows frontline. Needs, behaviors, and work styles differ from desk-bound workers.

Behind every communication are people, processes and purpose.
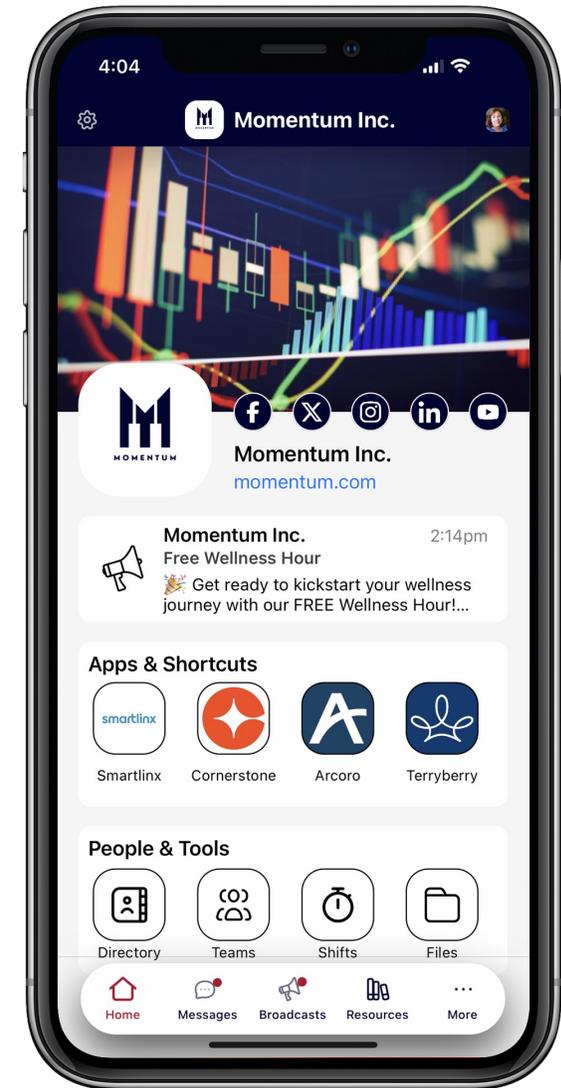
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Inclusive Teams

- Inclusive teams are over 35% more productive.

- Diverse teams make better decisions 87% of the time.

- Diverse companies earn 2.5x higher cash flow per employee.

- Organizations in the top quartile for gender diversity have a +25% likelihood of financially outperforming their peers.

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A Perfect Match: MOBILE + DEIB

- Inclusivity and connection are closely linked. Without connection are you truly inclusive as an organization?

- Employees need access to the tools and strategies you deploy. Easy to find, easy to use and available to all.

- The inclusive feedback loop lets employees feel heard. Complete the loop with workflows and forms dedicated for the frontline.
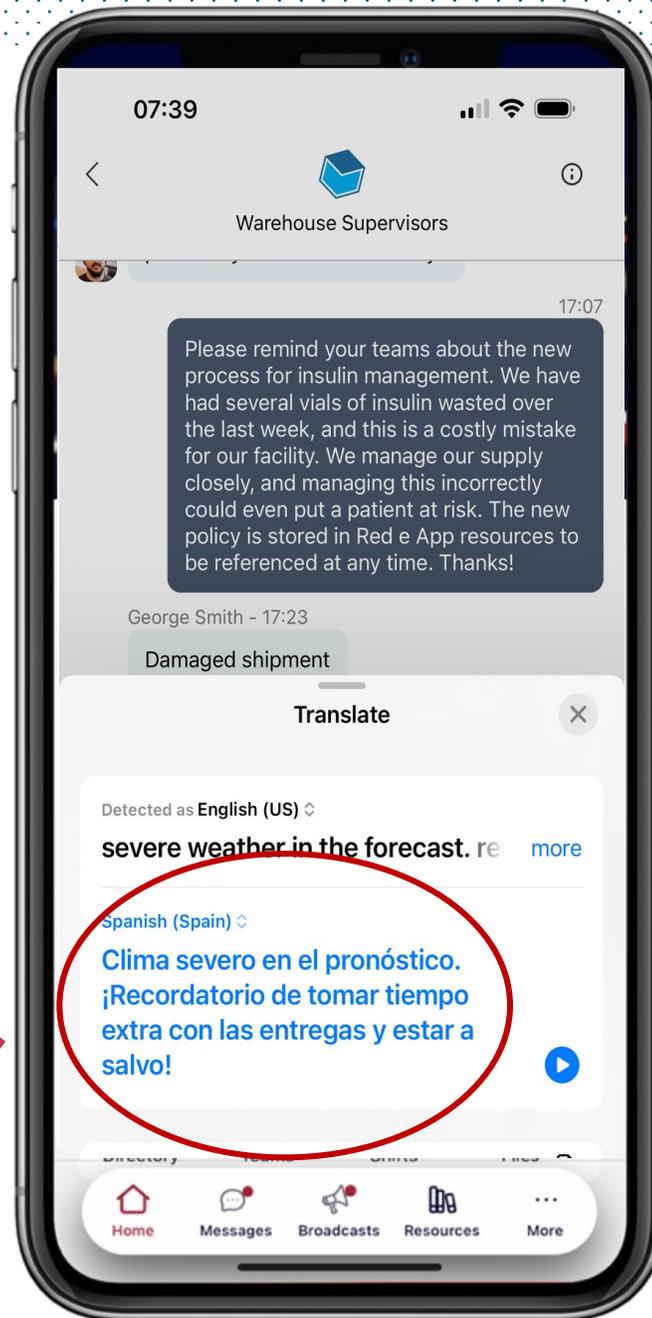
POLL:

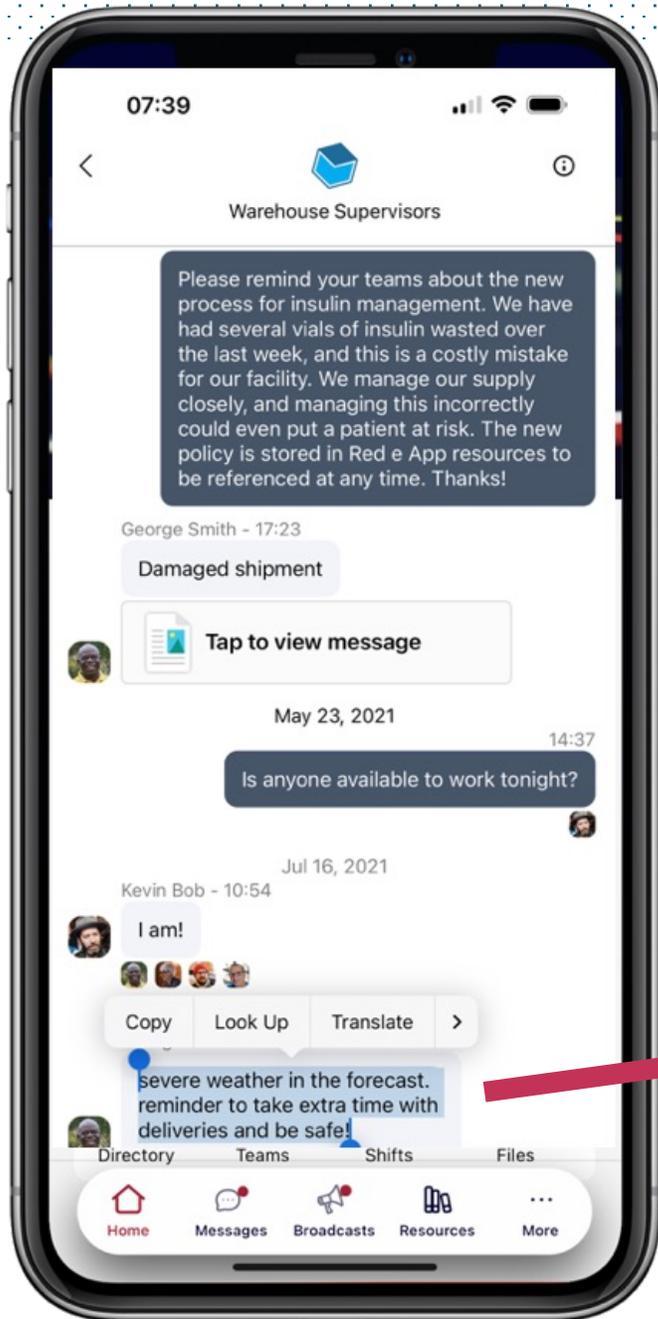## Do you currently offer any language resources for employees?

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Meeting employees where they are, in any language.

Whether your operations are local, regional or global, there is likely a language barrier that creates communication silos, misunderstandings and ultimately a tax on the productivity of the workforce.

Use
Case
Example

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Incident Report

Select Language
✓ English
Spanish

...nt*

○ Accident (Did not result in injury)
○ Injury/Illness (First Report of Injury REQUIRED)
○ Near Miss (Did not result in injury)
○ Workplace Harassment, Violence or Misconduct

Google Translate

Date & Time of Incident

Date & Time of Incident*

MMMM DD, YYYY 📅   hh:mm aa 🕐

Date Reported*

Jun 24, 2024 📅

Next

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Google Translate

| ✓ Select Language |
| Afrikaans |
| Albanian |
| Amharic |
| Arabic |
| Armenian |
| Assamese |
| Aymara |
| Azerbaijani |
| Bambara |
| Basque |
| Belarusian |
| Bengali |
| Bhojpuri |
| Bosnian |
| Bulgarian |
| Catalan |
| Cebuano |
| Chichewa |
| Chinese (Simplified) |
| Chinese (Traditional) |
| Corsican |
| Croatian |
| Czech |
| Danish |
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Incident Report

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...port of Injury REQUIRED)
...sult in injury)
...nt, Violence or Misconduct

...ate & Time of Incident

...ncident*

hh:mm aa 🕐

📅

Next

DEIB Teams

Create online spaces allowing the opportunity to network with fellow employees, share resources, share authentic information, and help enhance belonging in their ecosystem.

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Community you'd like be belong to:

☐ Race & Ethnicity Community – amplify visibility, acceptance, and growth of Black

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Communities are unfacilitated online spaces allowing opportunity to network with fellow employees, share resources, share authentic information, and help enhance belonging in our ecosystem.

The guidelines are simple:

• Treat each other with respect

• Foster safety

• Build community

• Raise awareness

• Help each other succeed

• Have fun

If you are experiencing any behaviors or conditions that contrast with any of our company policies, please report the incident to a supervisor or human resource representative.

Acknowledgement Signature

Use your mouse or finger to draw your signature above   [clear]

Submit Form

Engagement via Trivia

Trivia questions are sent out every Monday morning and the first person to answer correctly gets a gift card!

JENNIFER OGLEY 24 days ago

Here are this week's questions!
Inclusive teams are_____% more productive.

1. 52
2. 37
3. 35
4. 68

Diverse teams make better decisions _____% of the time.

1. 92
2. 63
3. 87
4. 56

The first team member to respond with the correct answer will win a $5 gift card to Willows AND a gift from the Wray Health Fair.
Good Luck!
.

Winner   Sent to   `gr`   Eben Ezer - ALL

JENNIFER OGLEY a month ago

Congrats to Brianna Miller! She was the first person to answer correctly.

1. Diversity - C - The range of similarities and differences each individual bring to the workplace
2. Equity - A - Fair treatment, access and advancement for each person in an organization
3. Inclusion - D - Employees feel welcomed and valued for who they are by the people around them
4. Belonging - B - Employees actively wanting to bring their true selves to work because they know it will be celebrated

Have a great day! See you next week!
Jenn

Additional Opportunities

- **Leadership Commitment:** Demonstrate visible leadership commitment to DEIB both internally and externally. When leadership prioritizes DEIB initiatives, it sets a tone for the entire organization and reinforces the importance of these values.

- **Education and Training:** Provide resources within the app to educate users on DEIB topics, such as implicit bias, cultural competency, and inclusive language. These resources can help foster understanding and promote a more inclusive community.

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Additional Opportunities

- **Inclusive Language:** Use inclusive language that respects all users regardless of their race, gender, sexuality, ability, or other identities. Avoiding exclusive terms or assumptions can make all users feel welcome and respected.

- **Transparency and Accountability:** Be transparent about your DEIB efforts and progress. Share diversity metrics, initiatives, and outcomes with your users to demonstrate your commitment to DEIB and hold yourself accountable for continuous improvement.

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Q & A?
Other Ideas?

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9 Simple Ways to Use Mobile for Corporate DEIB Goals

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Contact Your Customer Success Manager

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Connected Success