

## CHECKLIST FOR SUCCESSFUL INTERVENTIONS ON DIVERSITY AND INCLUSION

If you're in the process of planning, designing or delivering any kind of intervention on diversity and inclusion in your organisation, then you may find the following useful. It's a checklist of ten success factors: the things you need to pay attention to on design and delivery, in order to maximise the likelihood of any intervention making a positive difference.

- ✓ Successful interventions have *influential sponsorship* (most likely senior leaders who are active, visible, and want to see things change)
- ✓ There is an *appetite* for the intervention (there's a business case or some other motivation/ diagnostic/ insight which provides evidence of the need for change)
- ✓ The intervention is *resourced* for success and sustainability (time, budget, people)
- ✓ It's understood as part of a *broader organisational system* (interconnections and impact on other organisational practices are explored, the intervention targets system and process change not just individual behaviour)
- ✓ Target populations are *involved* in designing the intervention (the 'nothing about me without me' principle)
- ✓ Managers are *engaged* in solving the problem (in designing the intervention and in its implementation)
- ✓ The intervention creates *alliances* between different groups (reducing the power of homogenous networks, encouraging contact between different groups)
- ✓ The intervention is sector and organisation-specific, *inspired by but not copied from* good practice in other organisations
- ✓ There is *accountability and responsibility* (both for taking action, and for impact)
- ✓ There is transparency about *success and failure*, and learning from both

We've developed this list based on our collective experience of working with clients across the sectors on organisational development and change, diversity and inclusion. We've also drawn on insights from others, including two recent resources: *Why Diversity Programs Fail And what works better*, HBR, July-August 2016; *What Works: Gender Equality by Design*, Iris Bohnet, 2016.

To find out more about how we can enable you to design successful interventions on diversity and inclusion, contact Sarah Bond on [sarah@forbusinessake.com](mailto:sarah@forbusinessake.com) or Gillian Shapiro on [g.shapiro@shapiroconsulting.co.uk](mailto:g.shapiro@shapiroconsulting.co.uk) June 2017

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