

Expanding Equity[®]

What is Expanding Equity?

Expanding Equity **helps organizations build workplaces where all employees can thrive, regardless of background.** It brings together a network of leaders committed to developing inclusive, fair workplaces and offers practical tools to help HR professionals build resilient talent strategies that improve employee experience and company performance. The program is fully funded by the W.K. Kellogg Foundation and **offered free of charge.**

1K+ leaders from 280+ companies and 10+ industries are part of the Expanding Equity network

90% of companies participating in the Expanding Equity Core Program have made measurable progress on their strategies and initiatives

What will you gain by joining?



A robust, field-tested framework

Proven, data-driven strategies and resources to help you create a diversity, equity, and inclusion strategy



Practical, action-oriented resources

How-to guides, diagnostics, strategic planning templates and a repository of best-in-class resources that are timely, relevant and impactful



Skill and capability building

Team-based activities, and tools to help you and your colleagues grow your capabilities



Peer-to-peer learning and networking

Access to a growing network of like-minded practitioners across industries and opportunities to network and collaborate

What are participants saying about Expanding Equity?

“The program has really helped us think about next steps. You made it so easy to implement best-practice initiatives...we were able to create simple solutions to complex problems”

- Expanding Equity participant

95%+

of participants agreed that Expanding Equity offerings were a **great use of time**

92%

of participants reported having **acquired new knowledge and skills**

80%

of member organizations **continue to engage with the Expanding Equity network beyond the Core Program**

Expanding Equity[®]

Expanding Equity offerings are 100% free

Our offerings:



Core Program

A four month, 10-module, cohort-based online learning course that supports leaders in planning, creating and implementing an actionable diversity, equity, and inclusion strategy

[Apply for our next cohort on ExpandingEquity.com](#)



Topical Courses

On-demand, self-paced courses on specific talent topics (e.g., Skills-Based Hiring, Inclusion and Belonging, Building the Best Teams) open to all interested learners with no application required

[Enroll in our topical courses through ExpandingEquity.com](#)



Live Learning Series

Virtual learning and community building series, providing space for attendees to convene, talk to experts and learn

[Sign up for our email list to be notified of upcoming events and how to register](#)



Publications and Resources

Tools, guidebooks, reports and case studies to help your leaders and organizations develop and implement your strategy

[Visit the Resources section on ExpandingEquity.com and sign up for the email list to be notified of new publications](#)



Scan the QR Code to visit ExpandingEquity.com to learn more about Expanding Equity's offerings, sign up for the email list and register for an upcoming info session.

Email ExpandingEquity@wkkf.org with any questions you may have

Expanding Equity[®]

Additional detail on the Core Program: Learning objectives by module



Preparation

Module 1: Introduction – Review the Core Program curriculum and key resources

Module 2: Prepare for your journey – Define key terms, examine the business case for diversity, equity, and inclusion and explore the key drivers and action areas for transformational change

Module 3: Assess your starting point – Evaluate your organization's current starting point to understand key gaps and priorities

Module 4: Consider your organizational strategies– Think about your strategy from a people and systems perspective to help drive organizational transformation

What you will leave with: Fact-based understanding of current trends, insights and best practices



Strategy Building

Module 5: Define a vision statement – Explore the Strategy Map and draft your organization's Vision Statement

Module 6: Set strategic objectives and aspirational goals – Examine the four pillars of an effective strategy and draft your organization's impact aspirations

Module 7: Select initiatives to maximize impact – Review best practice examples and select your organization's initiatives and metrics

What you will leave with: An actionable strategy, complete with a prioritized list of initiatives your organization can implement



Preparing for Implementation

Module 8: Take action and track progress – Prioritize your organization's selected initiatives and design an initiative pilot

Module 9: Manage Stakeholders – Learn about the four stakeholder types, map internal stakeholders and create an engagement plan

Module 10: Sustain Momentum – Identify key actions and infrastructure to address potential obstacles and continue progress toward your goals

What you will leave with: An implementation plan, including progress metrics and ideas for engaging stakeholders to bring your strategy to life

Scan the QR Code to visit our FAQ page and learn more about how to join our next Core Program cohort

