



# Cultivating a Culture of **Diversity, Equity and Inclusion** in a Complex World

March 10, 2022

## Disclaimer

This presentation is for educational purposes only. TriNet provides HR guidance and best practices. TriNet does not provide legal, tax, or accounting advice. The materials in this presentation and the products, advice, and opinions expressed in this presentation are solely those prepared by the presenter and not necessarily those of TriNet.

# Today's Presenters



**Star Carter**  
Co-Founder, COO,  
General Counsel  
Kanarys



**Kristine Gunn**  
Executive Director, Talent  
and Org Management  
TriNet



**Elizabeth Perlak**  
Principal Consultant,  
HR Strategy  
TriNet



**Lynne Vu**  
Principal Consultant,  
HR Strategy  
TriNet

# Top trends



## Flexible Work Environment

80% of companies expect some of their workers will be remote<sup>1</sup>



## Humanization of the Workforce

2/3 of job seekers said that a diverse workforce is an important factor for evaluating offers<sup>2</sup>



## Employee Well-being

15% to 20% of total payroll in voluntary turnover cost is due to burnout<sup>3</sup>



## The Great Resignation

41% of workers plan to quit or change jobs in 2021<sup>4</sup>





What is and is not  
Diversity, Equity and  
Inclusion (DEI)?





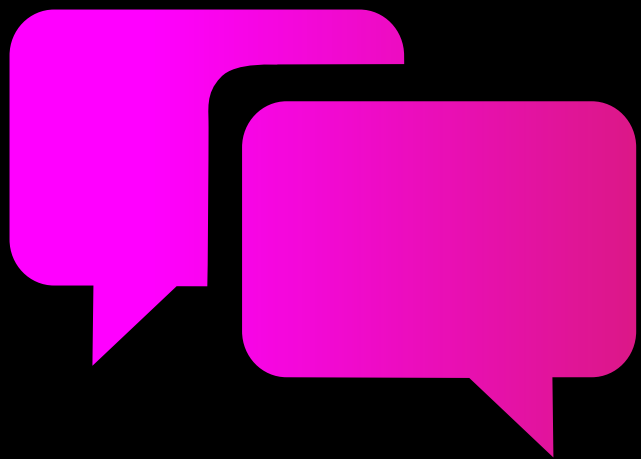
How can small and medium-size businesses use a DEI lens to attract candidates?





How does a lack of diversity hurt employees and companies?





Why are DEI  
assessments  
important?







How can you foster a culture of belonging and inclusion?





How should you  
measure DEI?





How should companies  
get started with  
minimal resources?







How can you build  
commitment to further  
DEI initiatives?





Questions?



# TriNet—Additional Resources Available



DEI  
assessment  
and vision and  
strategy  
development

Culture work:  
Fostering an  
environment  
of inclusion  
and belonging

Recruiting  
and  
onboarding  
strategies

DEI training  
programs

Employee  
engagement  
and retention  
strategies