

Quick Guide  
**Diversity and Inclusion**  
**Road Map**



## Introduction

In some instances, it can be difficult to identify the differences between diversity, equality, and inclusion (DEI), particularly when an organisation wishes to make its culture more inclusive. This guide has been developed to help Employers Network for Equality and Inclusion (enei) members understand the key differences, determine where their current approach to DEI might sit, and decide what strategic steps they can take to become more inclusive.

This guide has two parts: the first illustrates the journey from equality to inclusion and the second provides a road map to describe the actions required to make a long-term strategic change.

## Part one: the journey

The journey provides:

- Definitions of DEI;
- Descriptions of how strategy, leadership, stakeholder focus, policy, and communication differ with each approach; and
- A summary of what the resulting culture will feel like.

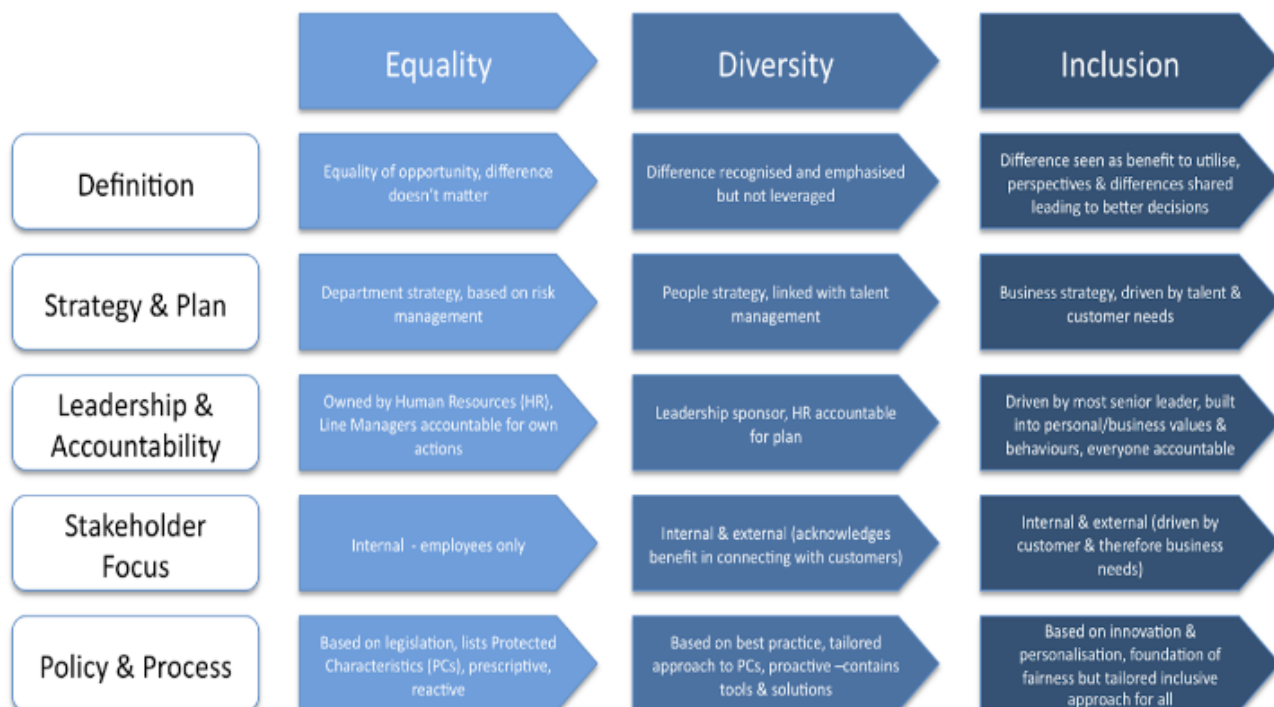
All organisations are different and must make decisions about the approach to DEI that is right for them. DEI is not mutually exclusive and does not represent a one-way linear journey. The most inclusive organisations have leaders who firmly believe that inclusion matters and integrate DEI into everything they do.

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## Equality to Inclusion – The Journey



Alt tag: Diagram illustrates phases of the diversity, equality, and inclusion process from start to finish.

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The process shows:

- The steps and actions required to support an inclusive culture; and
- The key result of each stage.

Full inclusion is a temporary state that few organisations ever achieve. However, the best recognise this and understand that a drive for continuous improvement is in the interest of the organisation, its employees, and the stakeholders.

To understand their starting position and track their progress, organisations may wish to use enei's TIDE (Talent Inclusion and Diversity Evaluation) benchmarking tool. Participants receive a detailed report that provides feedback to incorporate into your DEI strategies. Completed evaluations are automatically included in enei's annual TIDemark benchmark. For more information, see enei's Employer Guide: TIDE (Talent Inclusion and Diversity Evaluation).

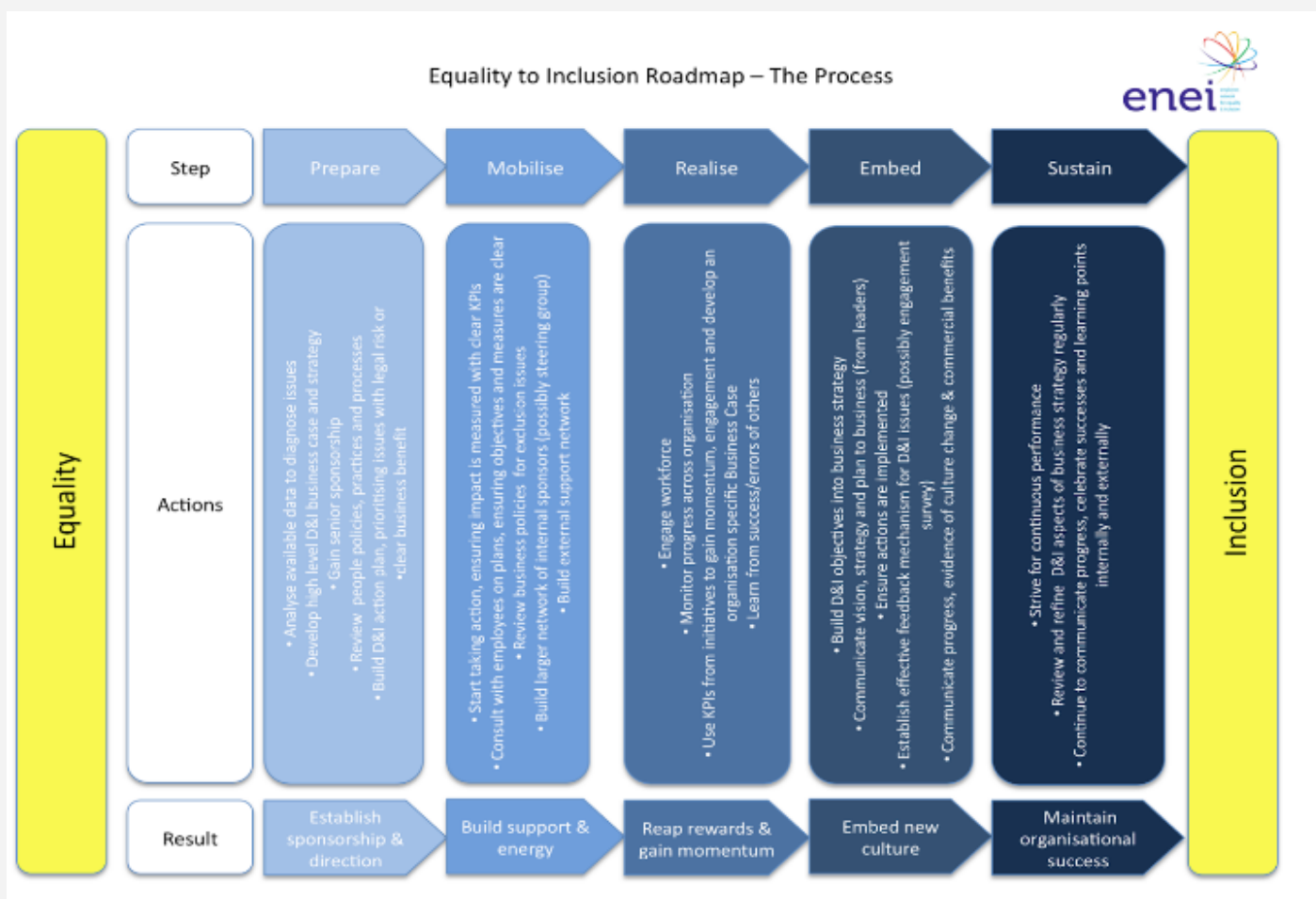


Diagram illustrates the steps, actions, and results of the equality to inclusion process for organisations.

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## Conclusion

Diagram illustrates the steps, actions, and results of the equality to inclusion process for organisations.

### Conclusion

When developing their DEI strategies and plans, organisations should consider their specific needs and priorities, including:

- Their operating environment; and
- Their employee profile (explore if there is there a lack of representation compared to the demographics of the areas they operate in and communities they serve).

They may also benefit from drawing on established approaches and considerations based on evolving employment practices.

See enei's case studies, events, guides, and other resources for further information about the practical steps to take to become more inclusive.

The information contained within this resource was accurate at the time of its publication and subsequent revision. This article was created in August 2016 and revised in May 2022.

## Additional enei resources

- [Employer Guide: TIDE \(Talent Inclusion and Diversity Evaluation\).](#)
- [Quick Guide: Diversity and Inclusion Strategy.](#)
- [Quick Guide: TIDE \(Talent Inclusion and Diversity Evaluation\) FAQs.](#)

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