



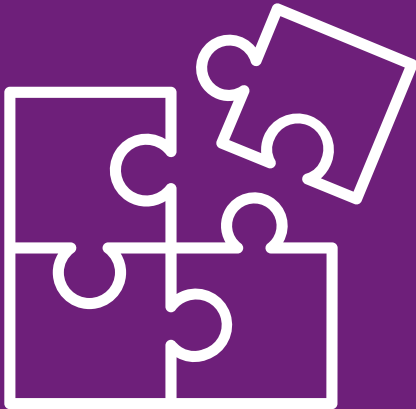
# The Power of Authenticity

Gabby Wickes, Wellbeing Lead at Experian

*“Employees take their cues from leaders -- and gauge leaders' authenticity based on their actions, words and strategies.”*



# Agenda



1. Empowering our networks
2. Developing engaging communications
3. Leveraging our leaders and sponsors
4. A spotlight on psychological safety

# Empowering our networks



# Developing engaging communications



# Leveraging our leaders and sponsors

Leaders can create the conditions for meaningful progress on DEI outcomes

Examine the employee experience through a DEI lens

DEI strategies need the right metrics and processes to sustain change



# A spotlight on psychological safety



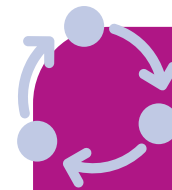
Be vulnerable, be human



Actively build a safe environment



Reframe failure



Destigmatise feedback

# Takeaways

Increase understanding through dialogue and communications

Assess and adjust processes

Establish support programmes

Inclusion training for all

Data collection and analysis



