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**Subject:** FOLLOW UP MATERIALS: Williamson Inc Leadership DEI/Module 02: Leadership Alignment  
**Attachments:** [Labor Force Data Resources for Williamson Inc Leadership DEI.docx](#), [people3-D&I Homework Sheet-Org Culture Assessment.pdf](#), [people3+Williamson Inc--Leadership DEI-Module Two\\_11.03.2021.pdf](#)

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**WARNING: EXTERNAL EMAIL - THIS EMAIL DID NOT ORIGINATE FROM WCS**

Good morning! Thank you all for such a fantastic session this morning. Such insightful questions and conversation today.

#### **DELIVERABLES**

- Data sources attached for labor, market, talent pipeline, demographic data
- Organizational assessment questions--homework :)
- PPT deck from today (updated with Williamson County demographics--thanks for the call out!)

#### **HOMEWORK**

**What is the ROI on DEI initiatives in the organization (if you have this data)? What is the cost of hiring and retaining employees? What is the cost and what is the return on inclusion metrics**

- Estimated costs of DEI training
- Estimated costs of other DEI efforts in the org
- Employee/volunteer time in DEI efforts
- Estimated costs of hiring one new employee
- Estimated costs of onboarding one new employee
- Current retention rate for employee demographic groups
- Organization Discovery: Review and consider (some) of the questions in the attached document

Thank you again for a fantastic session and we look forward to our continued work together!

--Candace

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