



# Relevant Regulation: Insights From The Lived Experience

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# SEC's Annual DEI Report to Congress



Applicants



Workforce



Suppliers



# Deloitte - "Missing Pieces"



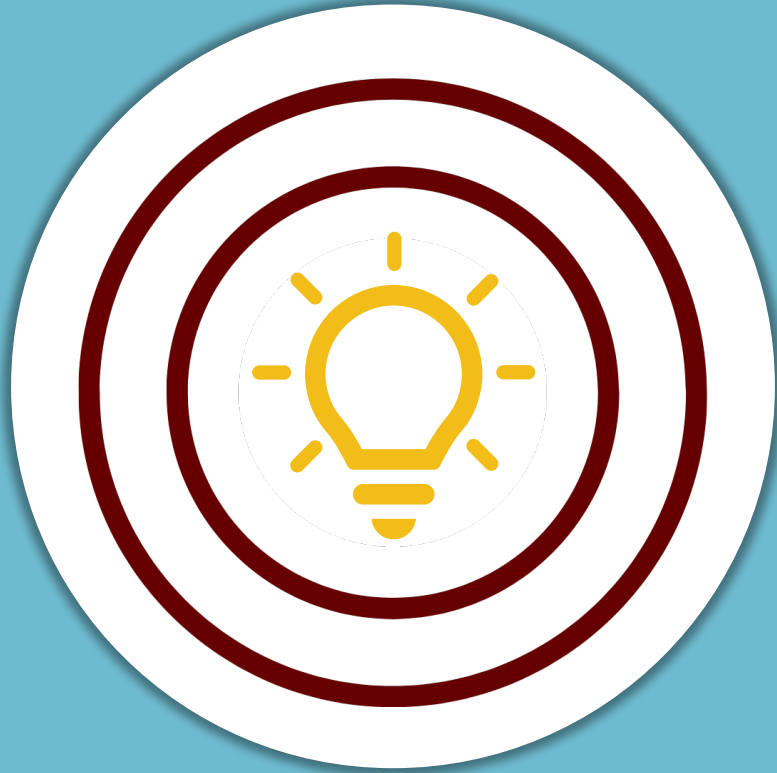
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“

**75% of organizations see room for improvement in how they measure their workplace DEI programs.**







# Telling Our Story



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# How is trauma-informed (TI) practice related to DEI?

What key TI initiatives will have the greatest impact  
on making DEI programs more effective?



Training &  
Education

Action – Not Just  
Understanding

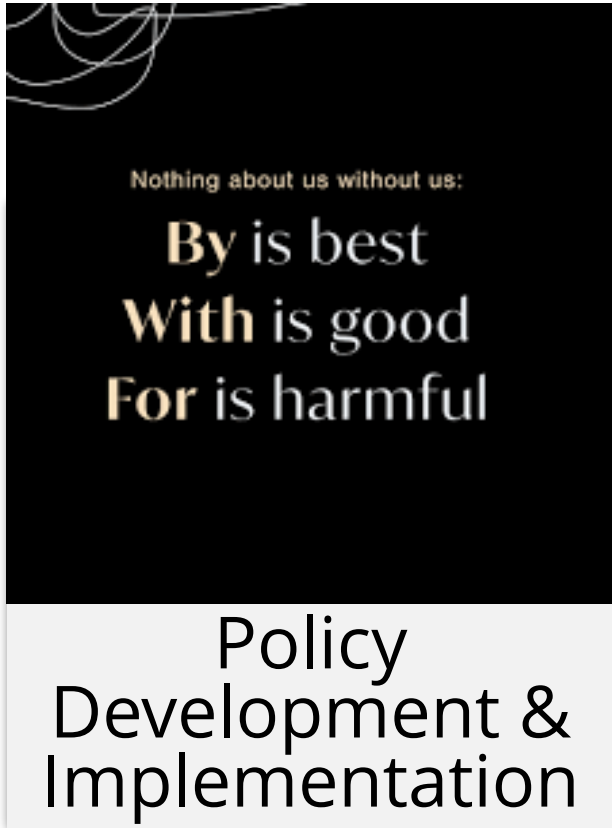
Correct Actions = Positive Lived  
Experience

Incorrect Actions = Negative  
Lived Experience

No Action = Hope, Expectation,  
& Disappointment







## How Can TI Practices Make Better DEI Policy?

- Foster Inclusion
- No Tokenism
- Strategic Goal Setting
- Embrace Intersectionality
- Build In Accountability
- Address Systemic Issues



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**“Why is all this happening now?”**





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# Thank You

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