

Diversity, Equity and Inclusion (DEI)

# Every Perspective. Every Idea. Every Employee.

Spark company-wide innovation by building a workplace culture that is inclusive of all employee perspectives.

Drive real business results and innovation with a focus on positive daily engagement, micro-learning content and healthy habits that strengthen your company culture and nurture your diverse workforce.

[Speak to a wellbeing expert](#)



# Accomplish your DEI goals with Personify Health

More than 38 wellbeing topics are available on the Personify Health platform, including topics on diversity and inclusion. Clients can also create custom content and healthy habits that help reinforce your efforts to promote diversity and inclusion.

## Examples of Personify Health DEI content:

### Rewire stereotypes

*"Did you mentally challenge a stereotype you thought about today?"*

Support successful behaviour change by impelling members to make meaningful daily changes in their lifestyle.

### Tackle first impressions

*"Did you challenge your first impressions of someone today?"*

Peer-to-peer challenges drive improved habits across all aspects of wellbeing and allow employees to strengthen peer relationships.

### Process bias

*"Did you list one way an unconscious bias impacted your feelings or behaviors today?"*

Personalised daily card based on members' selected interests, including embracing diversity. The cards take a micro-learning and small steps approach to cue healthy actions.

### See your lens

*"Did you think about how you grew up and how it shaped your thinking?"*

Each self-guided digital Journey breaks a key behaviour or a larger goal into smaller achievable steps, helping members improve their health literacy and form new habits as they go.

### Health situation topics

We are continuously expanding new content topics to enhance our ability to address the impacts of diabetes, hypertension and additional health topics.

Consulting with our scientific board and solution designers, we ensure our content is evidence-based and relevant.



## Reflecting diverse populations

To reflect diverse member and client needs, the Personify Health team focuses on increasing knowledge about social stratification, stereotypes, unconscious bias and building empathy. We ensure that our products, service and solutions reflect the communities we serve.

## Meaningful alternatives

Employee capabilities may limit participation in step-specific challenges and activities. Personify Health offers a range of physical alternatives and opportunities to allow all employees to get involved in challenges, leaving nobody excluded.

## Localising content for different locations

To keep employees engaged, they need content and materials in their native languages, adapted to local and social attributes.

We consult with you to tailor the programme design making it personalised and relevant. We also work closely with local managers to determine the right messaging and adjust to specific needs, i.e., reflect different communication channels or avoid sensitive topics.

Plus, administrators have access to tools that enable them to create culturally relevant events, health tips, challenges, surveys and more.

## The images we choose reflect the communities we serve

We believe members must see themselves reflected in their health and wellbeing solutions. We always strive to show the diversity of age, gender, body type, race, and ability represented by our members. Example: we offer nonbinary gender options with inclusive language.

## Global representation

Employees can learn about different cultures and religions via our destination challenges. Peer-to-peer challenges are great for helping your employees understand and connect with teammates too.



**Ready to take your business to the next level? Talk to a wellbeing expert at Personify Health to get started.**

**Speak to a wellbeing expert**