THE GREAT DEI RESET:

INNOVATING INCLUSION IN A CHANGING WORLD

OCGI

THE PLATINUM PAPER

STRATEGIC

CUTTING-EDGE

INSIGHTS

TO DRIVE

INNOVATION &

EXCELLENCE

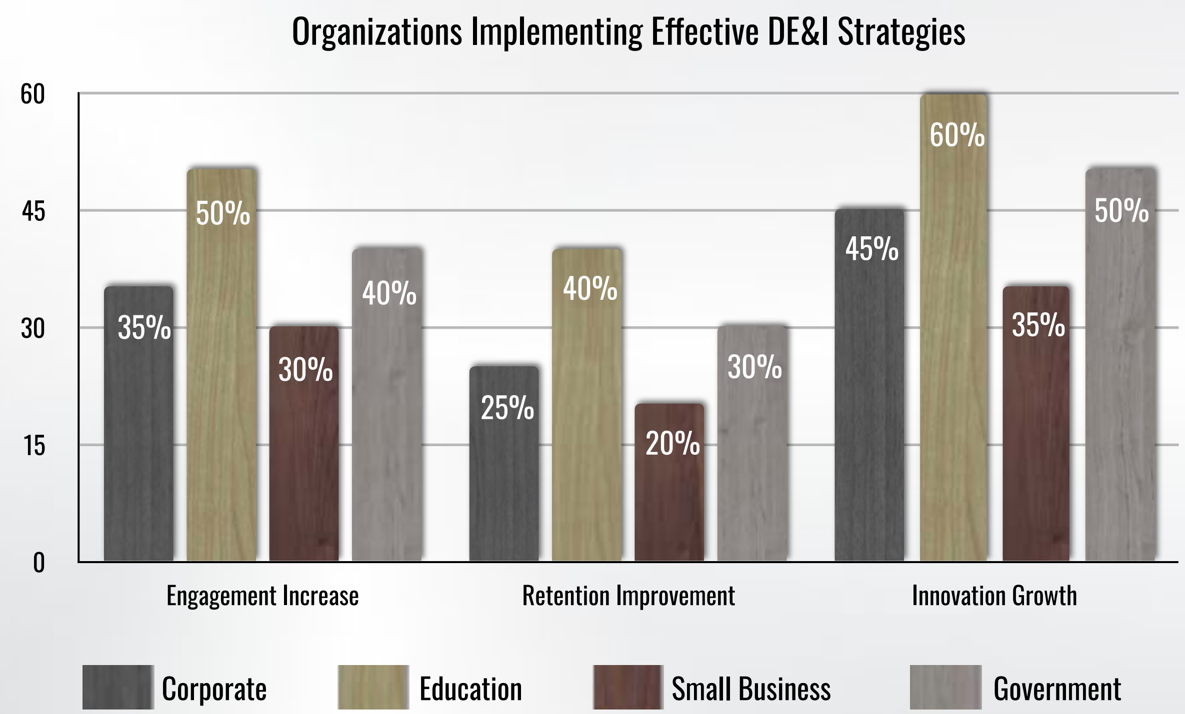
Abstract

This Platinum Paper delves into the evolving landscape of Diversity, Equity, and Inclusion (DEI) in the workplace, addressing key challenges such as budget cuts, political scrutiny, and disengagement. It explores innovative solutions powered by immersive collaboration technologies and presents data-driven insights that demonstrate the effectiveness of DEI initiatives.

Additionally, the paper introduces Oggiverse as a next-generation platform designed to enhance inclusion and engagement. By examining the modern obstacles to DEI, the tangible business benefits of diversity, and the role of scalable, immersive technologies, this document provides a compelling roadmap for building a truly inclusive work environment.

Introduction

Diversity, Equity, and Inclusion (DEI) have long been pillars of corporate strategy. However, in recent years, organizations have scaled back their DEI efforts due to external pressures and internal challenges. Traditional DEI training methods often fail to drive long-term cultural change, leaving employees disengaged and organizations struggling to demonstrate the impact of their DEI initiatives.



This data underscores the role of DE&I in fostering employee engagement, retention, and innovation, reinforcing the need for sustainable and adaptable strategies.[1]

[1]**Source:** McKinsey & Company (2022), Diversity Wins: How Inclusion Matters. Diversity, Equity, and Inclusion (DE&I) efforts have undergone significant shifts in recent years.

The State of DEI: Challenges and Barriers

DEI Programs
Budget Reductions

40%

2024 Harvard
Business Review

1. Budget Cuts and Corporate Rollbacks

Many companies have reduced or eliminated DEI programs due to economic downturns and political pressures.

- **2024 Harvard Business Review reports that 40%** of DEI programs have seen budget reductions.
- Organizations such as Meta, Disney, and Walmart have publicly scaled back their DEI efforts.

2. Superficial Engagement and Training Fatigue

- **2024 McKinsey Report found that 70%** of employees feel traditional DEI training lacks engagement and fails to drive meaningful change.
- One-time training sessions do not lead to sustained behavioral transformation.

3. Inclusion Challenges in Hybrid and Remote Work

- **2023 Forbes Study shows that 60%** of minority employees feel hybrid work models reduce access to mentorship and career advancement.
- Remote work environments often create barriers to networking and visibility for underrepresented employees.

4. Psychological Safety and Open Dialogue

- Employees may fear retaliation or social backlash when discussing DEI topics in workplace settings.
- **2024 Gallup Survey reports that 45%** of employees refrain from engaging in DEI discussions due to workplace culture concerns.

5. Scalability of DEI Across Global Organizations

- **Bain & Company (2023) Research found that only 30%** of multinational organizations successfully adapt DEI strategies to regional cultural contexts.

6. Job Uncertainty for DEI Professionals

- The dissolution of DEI departments has led to career instability for DEI professionals.
- **LinkedIn Economic Graph (2024) reports a 25% decline** in DEI-related job postings.

Industry Sectors Most Affected by the Dismantling of DEI

DEI-related Job Postings

44%

Decrease in 2023

“

Cuts to diversity programs and other policy changes have frustrated some of Meta’s workers. One former employee calls it “a slow, painful death.”

Wired, Jan 30, 2025

Meta Is Dismantling DEI Programs but Tells Investors It Still Wants ‘Cognitive Diversity’

The reduction or elimination of DEI initiatives has had a disproportionate impact across various industries, particularly those reliant on diverse talent pools, inclusive policies, and equitable workforce representation. Some of the most affected sectors include:

- **Technology & IT:** Once at the forefront of DEI efforts, the tech industry now faces a widening talent gap and challenges in inclusive hiring, particularly for women and underrepresented minorities.
- **Healthcare:** With DEI cuts, healthcare institutions struggle to maintain equitable patient care, impacting outcomes for marginalized communities and diminishing workforce diversity.
- **Finance & Banking:** The financial sector has seen reduced efforts in closing wealth gaps and advancing minority leadership, raising concerns about representation in decision-making roles.
- **Higher Education:** Universities and academic institutions that relied on DEI policies to support diverse student populations and faculty hiring now face setbacks in fostering equitable learning environments.
- **Entertainment & Media:** DEI initiatives once fueled inclusive storytelling and diverse representation, but rollbacks risk reducing authentic, culturally relevant content.
- **Corporate Retail & Consumer Goods:** DEI-driven consumer strategies have been scaled back, potentially alienating diverse consumer bases and reducing workplace inclusivity in frontline operations.

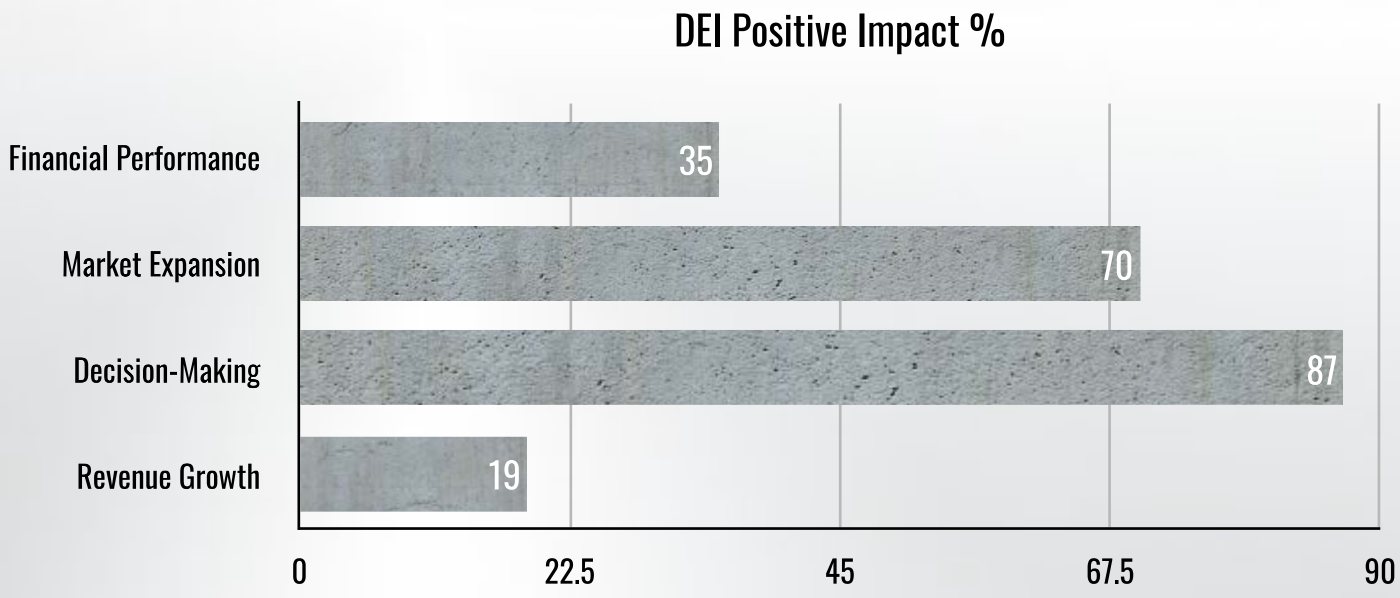
Sources:

- **Technology & IT:** Wired - https://www.wired.com/story/meta-2024-earnings-dei-trump
- **Healthcare** ESG Dive - https://www.esgdive.com/news/companies-to-weaken-dei-commitments-in-2025/738608
- **Finance & Banking:** HR Grapevine - https://www.hrgrapevine.com/us/content/article/2025-01-23-analyzing-the-impact-on-workplaces-morale-business-strategy
- **Higher Education:** Wikipedia (Diversity, Equity, and Inclusion), https://en.wikipedia.org/wiki/Diversity%2C_equity%2C_and_inclusion
- **Entertainment & Media:** Wired - https://www.wired.com/story/meta-2024-earnings-dei-trump
- **Corporate Retail & Consumer Goods**: MarketWatch - https://www.marketwatch.com/story/the-latest-call-to-boycott-target-is-over-its-dei-rollback-be7e74d5

Business Case: Why DEI Still Matters

Despite the challenges, research underscores the positive impact of DEI initiatives, demonstrating that diversity drives innovation, enhances problem-solving, and strengthens business resilience:

- **Financial Performance:** Companies identified as diverse and inclusive are 35% more likely to outperform competitors. (InStride, 2024)
- **Market Expansion:** Diverse companies are 70% more likely to capture new markets. (InStride, 2024)
- **Decision-Making:** Teams with diverse perspectives are 87% better at decision-making. (InStride, 2024)
- **Revenue Growth:** Companies with diverse management teams report 19% higher revenue. (InStride, 2024)



Transforming DEI Through Immersive Inclusive Technologies

75%
VR-based DEI training increased retention rates.

30%
AI-powered DEI initiatives reduced bias in hiring.

20%
DEI digital collaboration tools increased employee engagement

To overcome these barriers, organizations must leverage emerging technologies that create dynamic, interactive, and scalable DEI experiences. Several solutions are paving the way for next-generation DEI engagement:

1. Virtual Reality and Immersive Learning Platforms

- VR-based training allows employees to experience bias from different perspectives.
- Role-playing simulations create powerful empathy-building opportunities.
- A PwC report (2023) found that VR-based DEI training increased retention rates by 75% compared to traditional methods.

2. AI-Powered DEI Analytics and Sentiment Tracking

- AI tools can measure the effectiveness of DEI initiatives by analyzing employee engagement and sentiment data.
- Predictive analytics can help organizations identify areas needing improvement.
- MIT Sloan Review (2024) emphasized that AI-powered DEI initiatives can reduce bias in hiring by 30%.

3. Diversity-Centered Collaboration Platforms

- Digital collaboration spaces designed with inclusivity in mind ensure equitable participation.
- Features such as anonymous feedback tools and moderated discussions create a safe environment for DEI conversations.
- A Gartner survey (2023) showed that companies utilizing digital collaboration tools for DEI saw a 20% increase in employee engagement.

Oggiverse: A Scalable and Immersive DEI Solution

Oggiverse is an immersive collaboration platform designed to transform DEI engagement. Unlike conventional DEI tools, it fosters real-time interaction, safe spaces for dialogue, and measurable impact through:

- **Customizable DEI training** simulations for role-playing and experiential learning.
- Hybrid workplace inclusivity features ensuring equitable access to networking and mentorship.
- **Anonymized discussions** and moderated forums to facilitate safe conversations on sensitive topics.
- **Scalable global adaptation** with AI-powered language translation for culturally inclusive experiences.
- **Real-time DEI analytics** and sentiment tracking to measure engagement and refine strategies.

We're shaping the future of immersive virtual collaboration Scan the QR code to see Oggiverse in action.

Conclusion

The Future of DEI Requires Innovation

The decline in traditional DEI programs does not signify the end of workplace inclusion efforts. Instead, it highlights the need for organizations to rethink their approach. By integrating immersive, AI-driven, and collaboration-focused solutions like Oggiverse, companies can transition DEI from a compliance-driven initiative to a dynamic force that drives cultural transformation, employee engagement, and business growth.

For DEI professionals facing career uncertainty, Oggiverse offers networking, mentorship, and consulting opportunities to keep their expertise relevant in a rapidly changing corporate landscape.

References

- **Harvard Business Review (2024):** Report on the decline of DEI programs and their shifting corporate priorities.
- **McKinsey & Company (2024):** Study on the effectiveness of DEI training and its impact on employee engagement.
- **Forbes (2023):** Research on hybrid work models and their effect on underrepresented employees.
- **Gallup (2024):** Survey on workplace psychological safety and employee participation in DEI discussions.
- **Bain & Company (2023):** Analysis of global DEI strategies and regional customization.
- **LinkedIn Economic Graph (2024):** Insights into job market trends for DEI professionals.
- **PwC (2023):** Study on VR-based DEI training effectiveness.
- **MIT Sloan Review (2024):** Research on AI-powered DEI analytics and bias reduction.
- **Gartner (2023):** Report on the role of digital collaboration platforms in DEI success.

Oggiverse: Transforming Digital Engagement

Oggiverse elevates event management with integrated tools for virtual conferences, product launches, and team-building. Its customizable environments and AI-driven features create immersive, interactive experiences. With live-video collaboration, networking, and advanced analytics, Oggiverse redefines digital engagement, ensuring events—big or small—are impactful and memorable.

About the Author:

Imelda Alejandrino is an award-winning leader with 25+ years of experience in advertising, branding, direct marketing, and emerging technologies like AR, VR, and immersive virtual reality. She specializes in driving innovation, transforming engagement strategies, and executing world-class communications for global brands.

She has collaborated with industry leaders like Accenture, Adobe, and General Motors, delivering innovative digital solutions that elevate brand experiences. As the driving force behind Oggiverse, she pioneers AI, VR, and digital engagement to transform the next generation of video conferencing. Since launching in 2020, Oggiverse has powered international events, including those for Accenture and GM.

A passionate advocate for technology-driven engagement and social impact, Imelda is a sought-after speaker, strategist, and innovator dedicated to shaping the future of work and inclusive digital experiences.

Imelda Alejandrino
Founder/Chairman of the Board
imelda@oggiverse.com

WBENC Certified Woman-Owned
NMSDC Certified Minority-Owned

Brian Clubb
Co-Founder
brian@oggiverse.com

www.oggiverse.com
Youtube: https://www.youtube.com/results?search_query=oggiverse