The background is a dark blue gradient with a subtle pattern of white dots. Overlaid on the left side is a large, semi-transparent circular graphic. It features a degree scale from 140 to 260 in increments of 10. Several concentric circles are drawn, some with arrows indicating a clockwise direction. The overall aesthetic is technical and modern.

Creating an Organizational Culture of Acceptance and Inclusion

FACILITATED BY REANNE YOUNG

MICHIGAN ROUNDTABLE FOR DIVERSITY AND INCLUSION

MAY 17, 2019

MEET YOUR FACILITATOR



Psychotherapist

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IN OUR SHORT TIME TOGETHER....

- Quick table introductions
- Set a baseline for terms
- Discuss the Diversity Continuum and Organizational Development Model of Inclusion continuum
- My Identity Exercise
- Identify 8 components necessary for creating an inclusive organization
- Check-yourselves...

One example...





QUICK TABLE INTRODUCTIONS

- Name
- Organization
- Describe your role
- Share one thing you want for your organization regarding inclusion



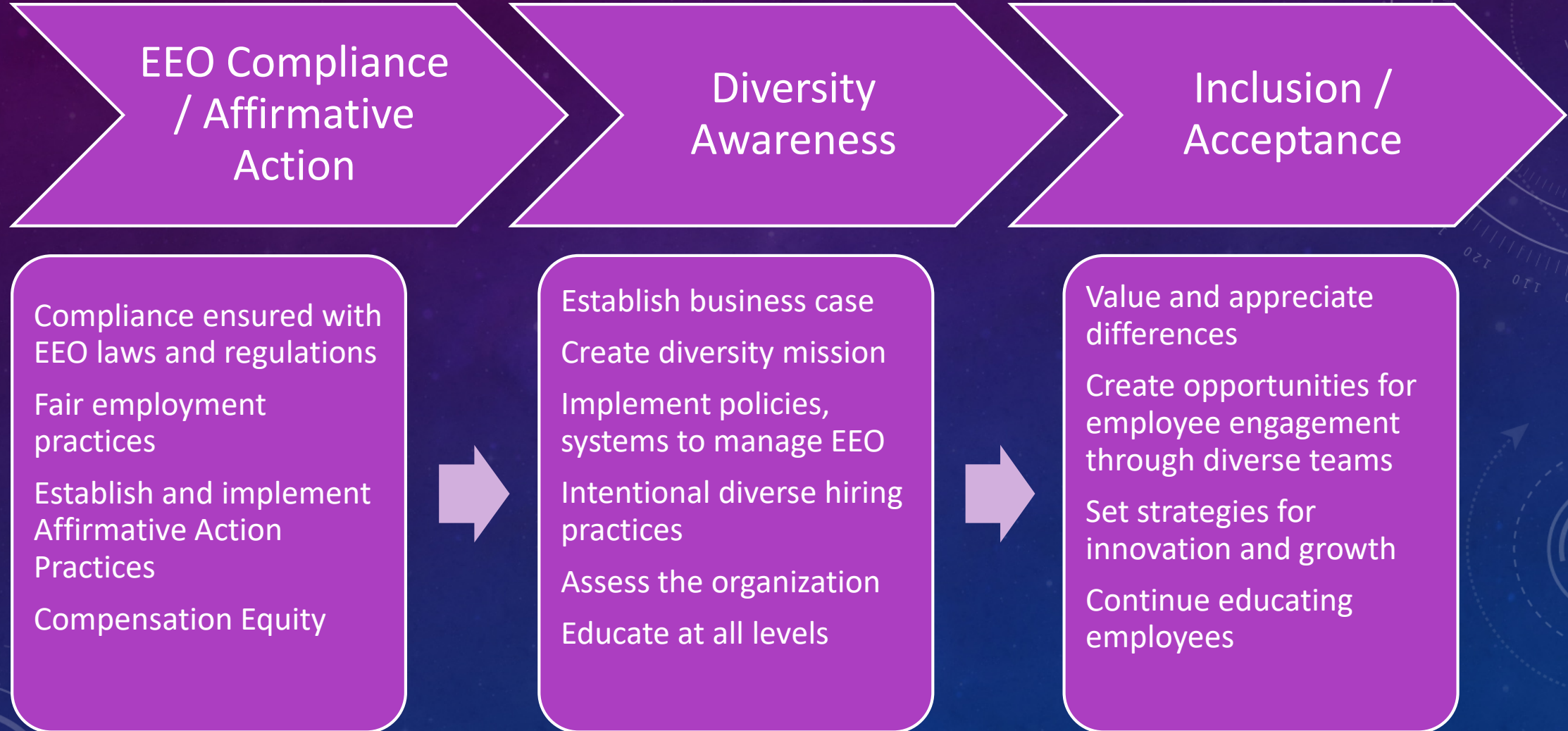
BASELINE OF TERMS

Diversity: Difference, variety, inherent individual characteristics. It's who we are...

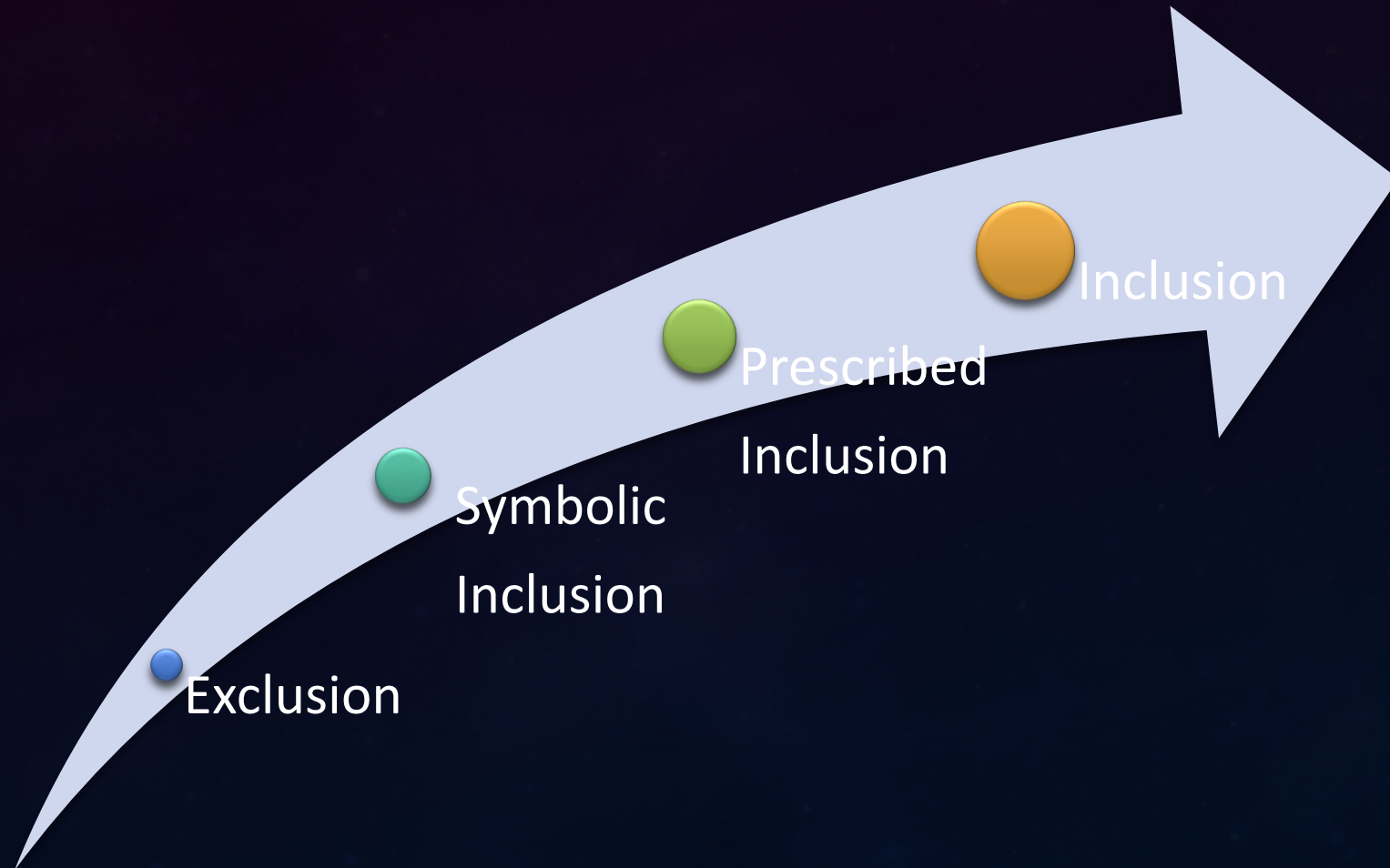
Inclusion: Active, intentional and ongoing strategies that create organizational acceptance

Implicit Bias: Unconscious positive or negative mental attitude towards a person, thing or group

THE DIVERSITY CONTINUUM



ORGANIZATIONAL DEVELOPMENT MODEL OF INCLUSION



MAKE INCLUSION A TEAM ACTIVITY

- Share the first time you recognized difference
- Think about the 3 most defining moments in your lives; write them out; share with your team (to the degree folks are comfortable); talk about take-aways
- 10 Things...in a small group name 10 things you all have in common; commonalities around work cannot be included.
- Complete the statement - “If you knew me...you would know...”
- Take the IAT (Implicit Association Test) as a team; discuss results; set goals for growth
- Start from self – Identity Exercise

SAMPLE EXERCISE:MY CULTURAL IDENTITY EXERCISE

1 In the boxes below, write in 4 groups that most represent your identity

2 Rank order your four groups (1 strongest identity on you, 4 weakest identity)

3 For each group, list 2 cultural influences:
Cultural Influences: Those events, beliefs, values or attitudes that have influenced your worldview.

4 How easy/difficult was this exercise (circle one)

Easy 1 2 3 4 5 Difficult



8 COMPONENTS FOR CREATING ORGANIZATIONAL ACCEPTANCE / INCLUSION

Leadership Commitment: Be the example by doing your own work in this area – transparency is key. When you set expectations for employees – speaking from personal experience will shine through.

Assess Your Organization: Without benchmarks, it's difficult to know where your growth is (or is not). Conducting thorough organizational / divisional assessments allows your company to create a starting point and set expectations for growth

Build and Sustain Diverse Teams – All too often organizations rely on visible diversity to set their standard of diverse teams. While this may be the first step – diverse teams include thinking styles, educational background, work history, identities, etc.

Create Diversity and Inclusion System Checkpoints – Human Resources is a great first step, even creating a position like Director of Diversity or Global Diversity Leader; however, when you include the perspective people who aren't C-Suite employees – you are demonstrating congruency in your statement "Diversity, Equity and Inclusion."

8 COMPONENTS FOR CREATING ORGANIZATIONAL ACCEPTANCE / INCLUSION (CONTINUED)

Continual Education and Professional Development for Every Employee – Have you ever heard, “they don’t take diversity seriously,” or “this training is the flavor of the month,” or “why waste money on this when we need new....”? Somewhere along the way – the value of diversity hasn’t been instilled in the organization. When you provide DEI educational opportunities for employees, it signals a commitment to diversity.

Community Outreach – Schools, Communities, Local Non-Profits – We’re hearing over and over, that major organizations going in to counties across the country bring jobs and opportunities for the cities in which they do business. What a great opportunity to build community ties by hosting or creating learning institutes for schools aged students and partner with local non-profit organizations.

Organizational Alignment – Mission / Vision / Values / Action – Does your organization match who you say you are? Does the leadership mirror your DEI statement? This is a great measurement to determine how congruent your external message is with the internal experience your employees are living. This particular step is painstakingly necessary to ensuring your DEI program survives.

Be Open to Feedback – Aside from the assessment data and executive feedback you’d receive from examining your organization’s current view on diversity and inclusion; providing ongoing opportunities for feedback is crucial to continued growth.

INCLUSIVITY CHECKLIST

- ☐ My leadership understands and actively addresses diversity and inclusion within our organization
- ☐ Inclusive policies and behaviors are core competencies for leaders, managers / supervisors
- ☐ My organization has an active diversity / inclusion council, separate from ERG's
- ☐ Diversity and inclusion is an organization value
- ☐ My organization is transparent relative to goals and assessment outcomes
- ☐ My organization has ERG for employees
- ☐ My organization values religious differences and has a meditation / prayer room for employees
- ☐ Employees feel as if they can bring their whole selves to work
- ☐ ...feel free to add your own ideas

CONCERNS AND HOPES...

- Take a moment to write down your current concerns about creating / sustaining / growing your current Diversity / Inclusion efforts
- Take a moment to write down your hopes for your organization creating / sustaining / growing your current Diversity / Inclusion efforts
- Share one concern and one hope with someone at your table that you don't know...
- Now – what will you do about it?

THANK YOU FOR PARTICIPATING...

