

DIVERSITY & INCLUSION TOOLBOX

TIPS TO SUCCESSFULLY IMPLEMENT & MANAGE AN ORGANIZATIONAL DIVERSITY PLAN

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DIVERSITY?

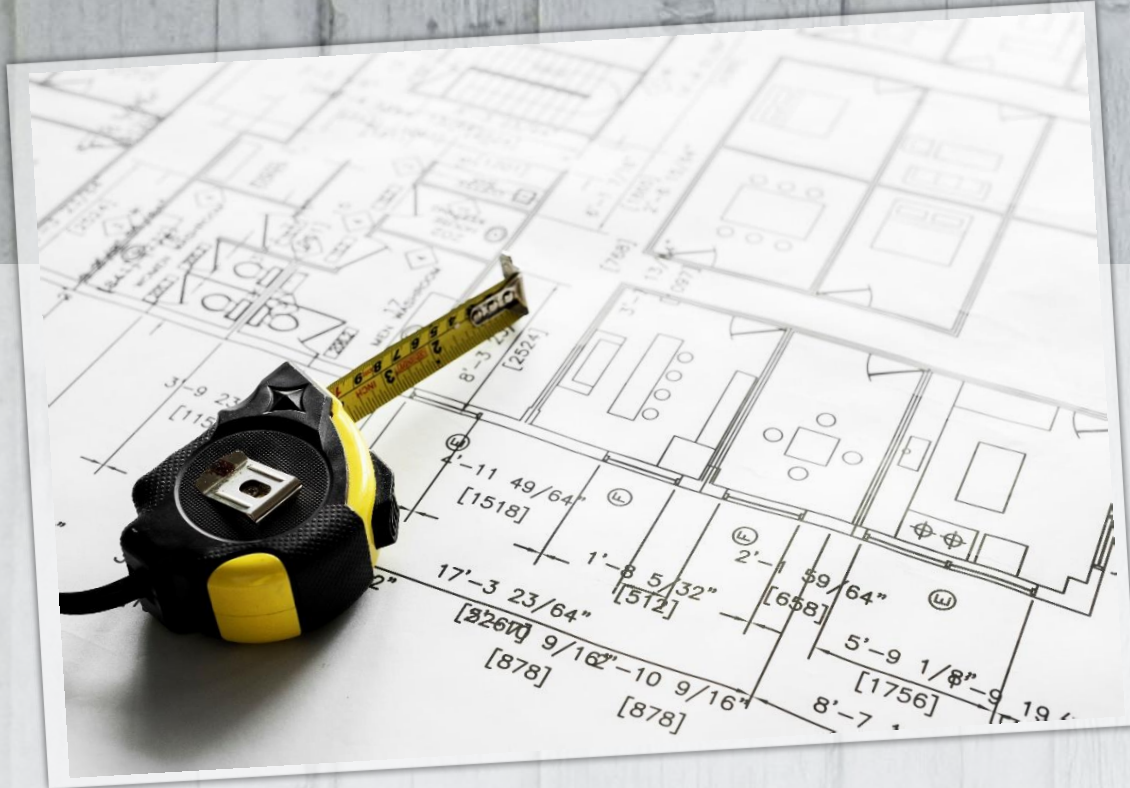
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"We need to focus on diversity. Your goal is to hire people who all look different, but think just like me."

Many
organizational
practices support
this behavior and
thinking....it's not
inclusive!

FOCUS OF THE BLUEPRINT



- Consider modifying current processes to promote and support diversity and inclusion.
- Identify opportunities to support collaboration and cross-functional work.
- Organizational cultural truth test. How are people treated if they are different?

MEASURE WHAT MATTERS



- Establish and measure to Diversity KPI's.
- Measure what's important by linking KPIs to organizational strategic goals.
- Start by reviewing your hiring practices – reevaluate and adjust, if necessary.
- Diversify teams by promoting internally and offering mentor opportunities.

LEVEL, LEVEL, LEVEL



- **Equity matters!**
- **All things are not created equal!**
- **What is the “secret code” in your organization?**

LEVEL THE PLAYING FIELD

Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

PROTECT D&I PROGRAM INTEGRITY



- **Protect organizational integrity and focus on what matters.**
- **Culture changes can have a greater impact than training (though training is important).**

CHECK THE TEMPERATURE PERIODICALLY



- **What's the temperature of your D&I program?**
- **Are employees aware of what will not be tolerated and what is encouraged in your culture?**



CUT, CUT, CUT

- **Be willing to cut policies and practices that don't:**
 - ✓ align with your overall D&I program,
 - ✓ promote inclusion, and
 - ✓ keeps employees siloed.
- **Give time for programs to work but not too much time to fail.**



LET'S GET STICKY

- **Activities, training, values, etc. should be purposeful and “sticky.”**
- **Advocates are needed throughout organizational disciplines and at all levels. These are your change agents.**

ALL TOOLS ARE NOT CREATED EQUAL

Different is
not
deficient!

Well, we're both fruit.



Similar
is not
the
same!



TOOLBOX TIPS

- Don't misplace your tools.
- Understand when to use which tool.
- Always refer to your blueprint.
- Keep your blueprint handy and updated – it will alert you of what tools you will need.

THANK YOU!



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