How to Promote a Diverse & Inclusive Workplace Culture

July 25, 2019

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Welcome

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How to Promote a Diverse & Inclusive Workplace Culture

Agenda

I.   Why is Diversity important?

II. How is Inclusion different from Diversity?

III. Why is Diversity ineffectual without Inclusion?

IV. Launching a D&I culture in your organization

V.   Further exploration

VI. Q&A

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Poll question

Do you hire for culture fit?

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Why is DIVERSITY and INCLUSION important?

Winning the Competition for Talent
Attract, retain, and promote talent from different demographic groups

Driving Business Growth
Drive business growth by leveraging opportunities associated with increased marketplace understanding.

Increasing Creativity and Innovation

Producing Higher Quality Problem-Solving

Reducing Turnover
Turnover among women and people of color is a significant and costly problem for many companies.

Preventing Lawsuits
On Sexual, Race and Age Discrimination

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How is Inclusion different from Diversity?

- Diversity is about all the unique differences that make us who we are

- Inclusion is necessary to leverage the most out of your diversity

- Inclusion is about considering, valuing, and including all of those different perspectives

  - Different groups or individuals are accepted and welcomed

  - People feel respected and valued for who they are as an individual or group

  - People feel valued as being essential to the success of the organization

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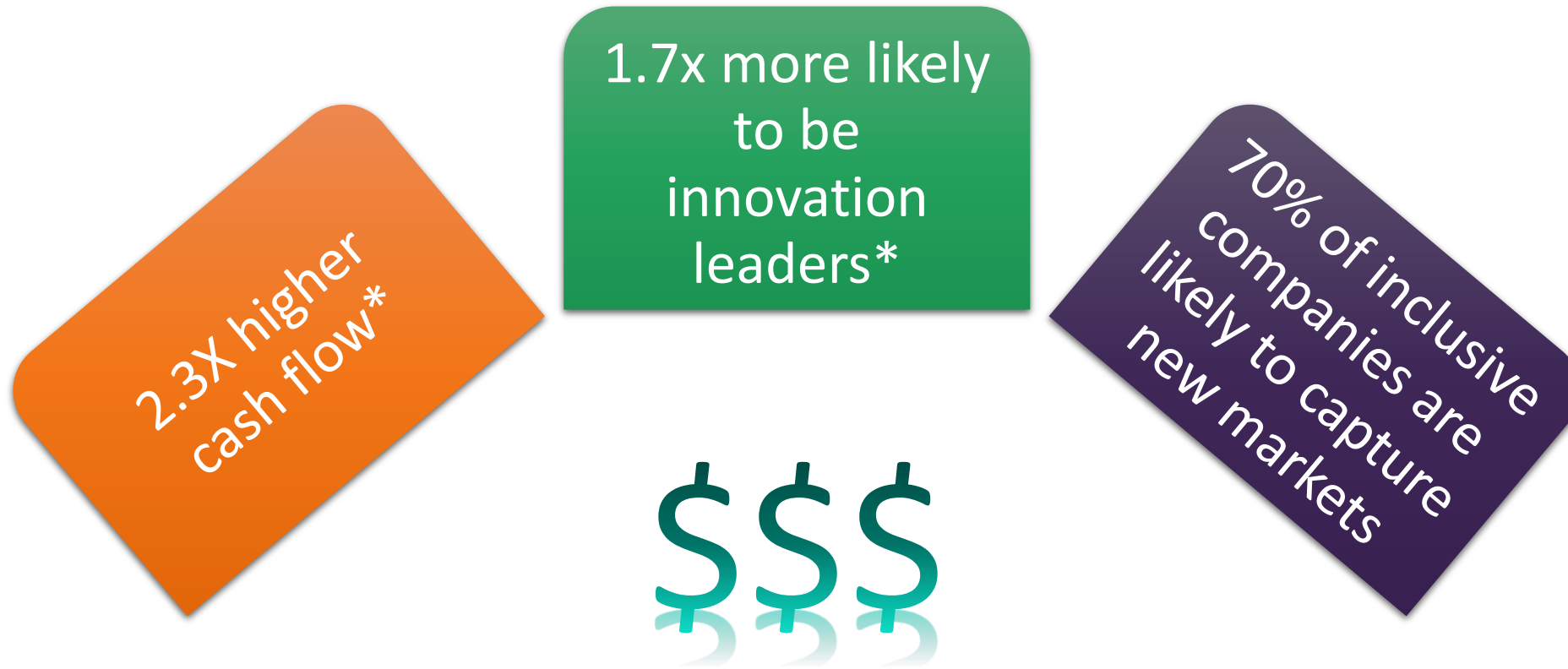# How to Promote a Diverse & Inclusive Workplace Culture

Why is Diversity ineffectual without Inclusion

Diversity sets the table -- It is through inclusion that organizations:

- Foster creativity and innovation

- Ensure employees are heard and understood

- Allow everyone to contribute

- Share ideas

- Bridge gaps

- Celebrate diversity

- Reduce turnover

- Mitigate risk

*Teamable.com

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Inclusion Impacts the bottom line

2.3X higher cash flow*

1.7x more likely to be innovation leaders*

70% of inclusive companies are likely to capture new markets

$$$

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Poll question

Do you measure diversity and inclusion in your organization?

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Launching a D&I culture in your organization

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Getting Started

- Articulate business case for D&I to leadership (NOT Human Resources compliance)

- Use business case to obtain C-Suite buy-in

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Assessing your organization

Solicit detailed information concerning employee perceptions regarding:

- Differences in promotion and advancement

- Differences in compensation

- Differences in access to opportunities (e.g., for training and development)

- Sexual harassment or other unlawful discrimination

- Management's commitment to diversity and inclusion

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Aligning your Organization

- Create D&I roadmap with measurable objectives, tied to business objectives

- Form a steering committee with stakeholders from each department

- Incorporate D&I practices into written policy

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Example Diversity and Inclusion Mission Statement

At [Enter Employer Name], diversity and inclusion is a core value. We are committed to providing and promoting a diverse and inclusive environment for all, within which each person can succeed professionally regardless of race, ethnicity, culture, nationality, gender, religious beliefs, sexual orientation, gender identity and gender expression, age, marital status, genetic information or disability. [Enter Employer Name] works to foster understanding, communication and respect among all people in the company in order to create an inclusive workplace.

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Best Practices

- Branding and communications

- Recruiting and onboarding

- Employee relations

- Employee rewards and recognition

- Mentoring

- Performance Management

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Actionable Ideas

- Create rules of engagement or cultural norms that are communicated early and often

- Work to have inclusion begin during the very first interaction the company has with a candidate, new employee or customer

- Seek creative ways to ensure employees are interacting across teams and across the organizational structure

- Work on eliminating unconscious bias

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TriNet Resources

- [Respect in the Workplace](#)

- [Employee Engagement Survey](#)

- [TriNet Blog -- https://www.trinet.com/insights/compliance-culture-and-competitive-advantage-finding-opportunities-with-equality-diversity-and-inclusion](#)

Other Resources

- The Diversity Scorecard (Improving Human Performance)
  – Edward Hubbard

- Making Diversity Work: Seven Steps For Defeating Bias In The Workplace
  -- Sonia Thiederman

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Questions

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