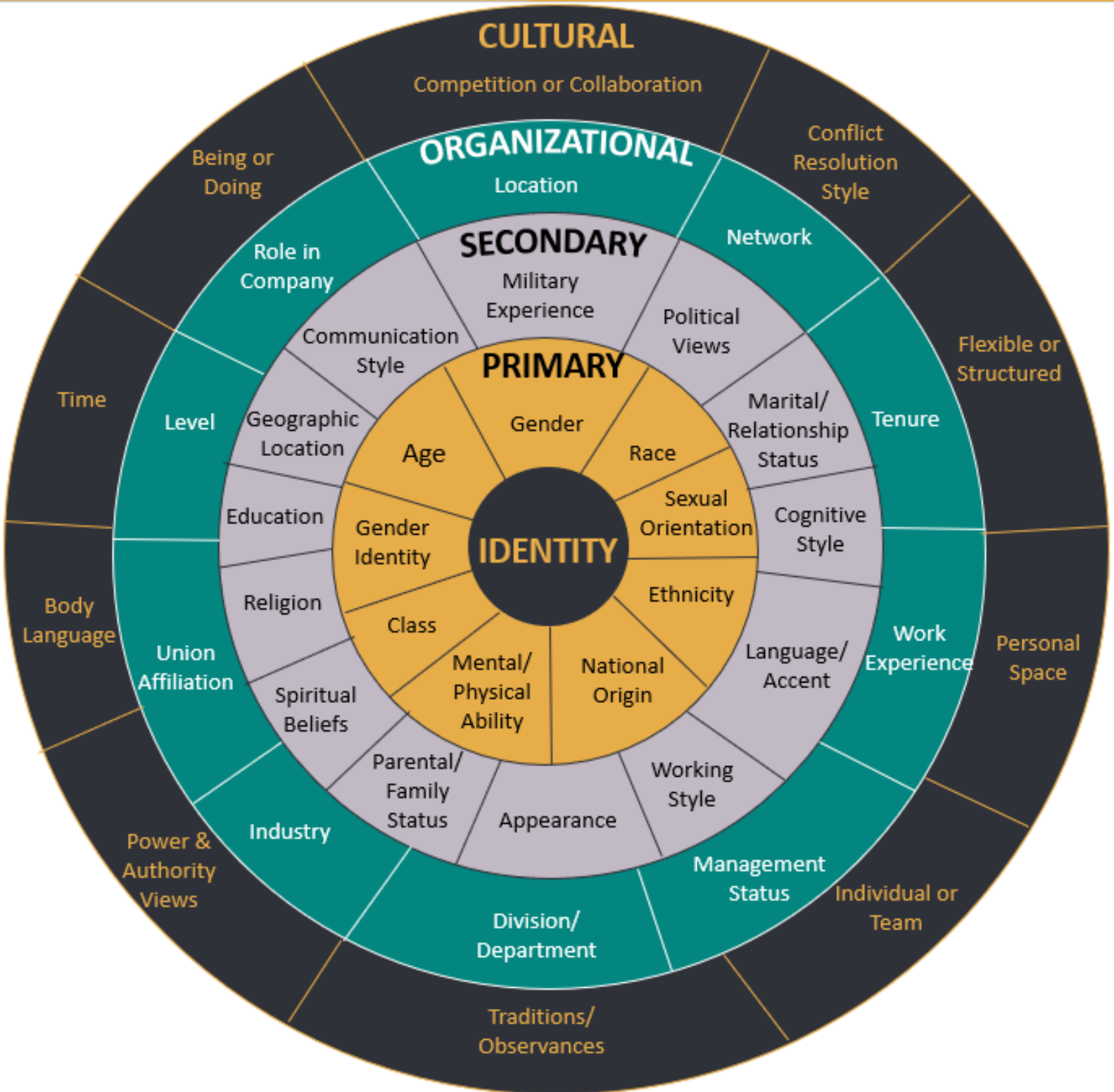


DEI 101

Activity Guide



The Wheel of Diversity





DEVELOPING YOUR DIVERSITY STORY

INDIVIDUAL ACTIVITY

1. Reflect on the different diversity dimensions – how have these different dimensions shaped you?
2. How have they changed or stayed the same over the years?
3. How have they made you feel included or excluded?
4. How have they been an advantage or hinderance?
5. What does this organization need in terms of more diversity?

“Diversity is getting invited to the party, inclusion is being asked to dance and belonging is knowing the words”.

- Verna Meyers

Dimensions

<i>Identity</i>	
<i>Primary:</i>	
<i>Secondary</i>	
<i>Organizational</i>	
<i>Cultural:</i>	

YOUR NEW COMMON DEFINITION OF DIVERSITY



New Shared Language for Diversity and what Diversity Dimensions are missing from your team?



INCLUSIVE LEADERSHIP

Think about a time when you felt engaged, highly committed, “in the flow”

1. What were you working on?

2. How did your leader make you feel?

3. How did your team members make you feel?

4. What made that experience special or different?

Think about a time when you felt the opposite - disengaged, checked out, etc.

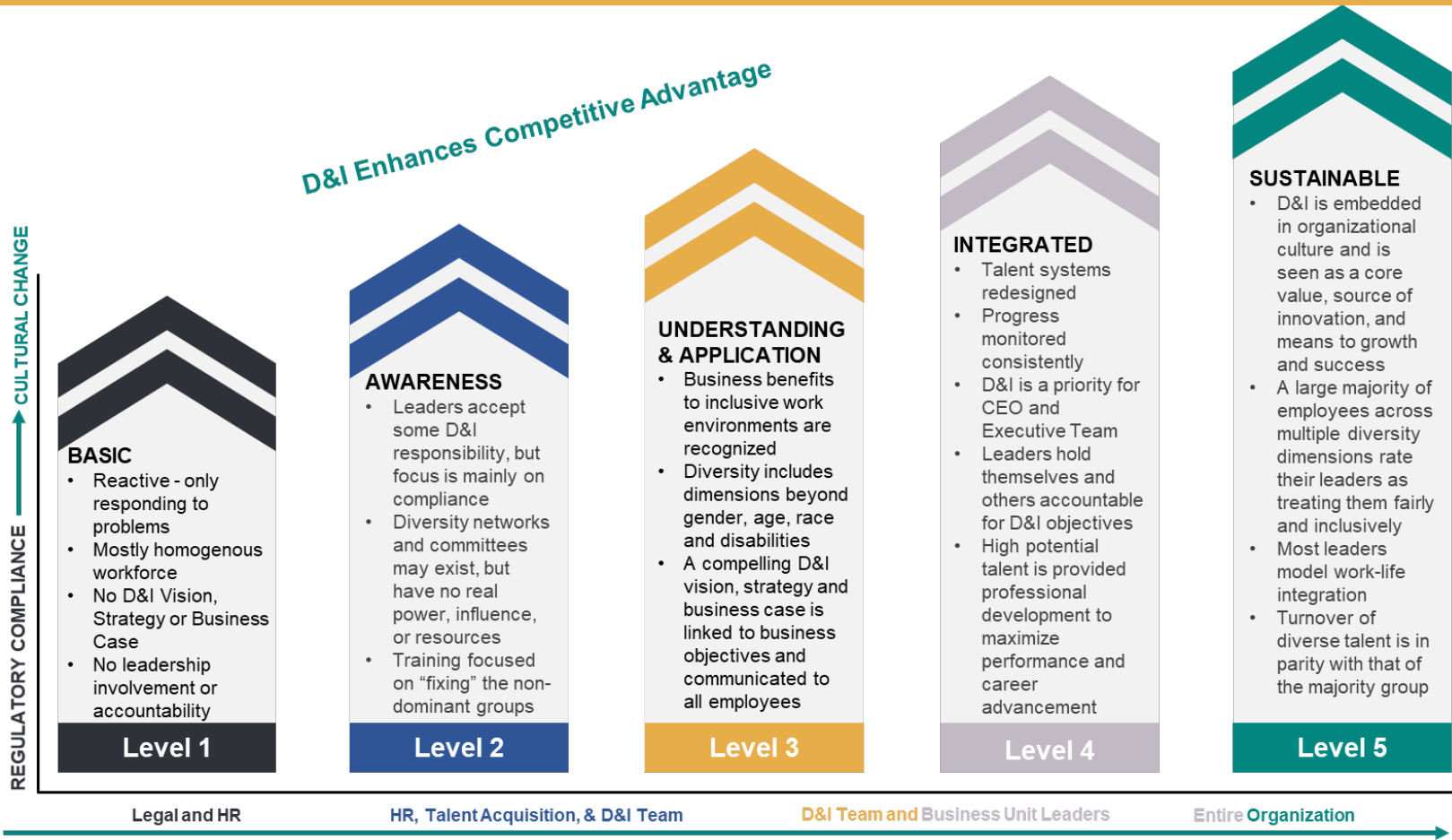
1. What were you working on?

2. How did your leader make you feel?

3. How did your team members make you feel?

4. What made that experience different or stand out in your mind?

Where are you? Where is the Organization?



D&I Enhances Competitive Advantage

BASIC

- Reactive - only responding to problems
- Mostly homogenous workforce
- No D&I Vision, Strategy or Business Case
- No leadership involvement or accountability

Level 1

AWARENESS

- Leaders accept some D&I responsibility, but focus is mainly on compliance
- Diversity networks and committees may exist, but have no real power, influence, or resources
- Training focused on "fixing" the non-dominant groups

Level 2

UNDERSTANDING & APPLICATION

- Business benefits to inclusive work environments are recognized
- Diversity includes dimensions beyond gender, age, race and disabilities
- A compelling D&I vision, strategy and business case is linked to business objectives and communicated to all employees

Level 3

INTEGRATED

- Talent systems redesigned
- Progress monitored consistently
- D&I is a priority for CEO and Executive Team
- Leaders hold themselves and others accountable for D&I objectives
- High potential talent is provided professional development to maximize performance and career advancement

Level 4

SUSTAINABLE

- D&I is embedded in organizational culture and is seen as a core value, source of innovation, and means to growth and success
- A large majority of employees across multiple diversity dimensions rate their leaders as treating them fairly and inclusively
- Most leaders model work-life integration
- Turnover of diverse talent is in parity with that of the majority group

Level 5

What are the benefits to improving your position along this continuum?

