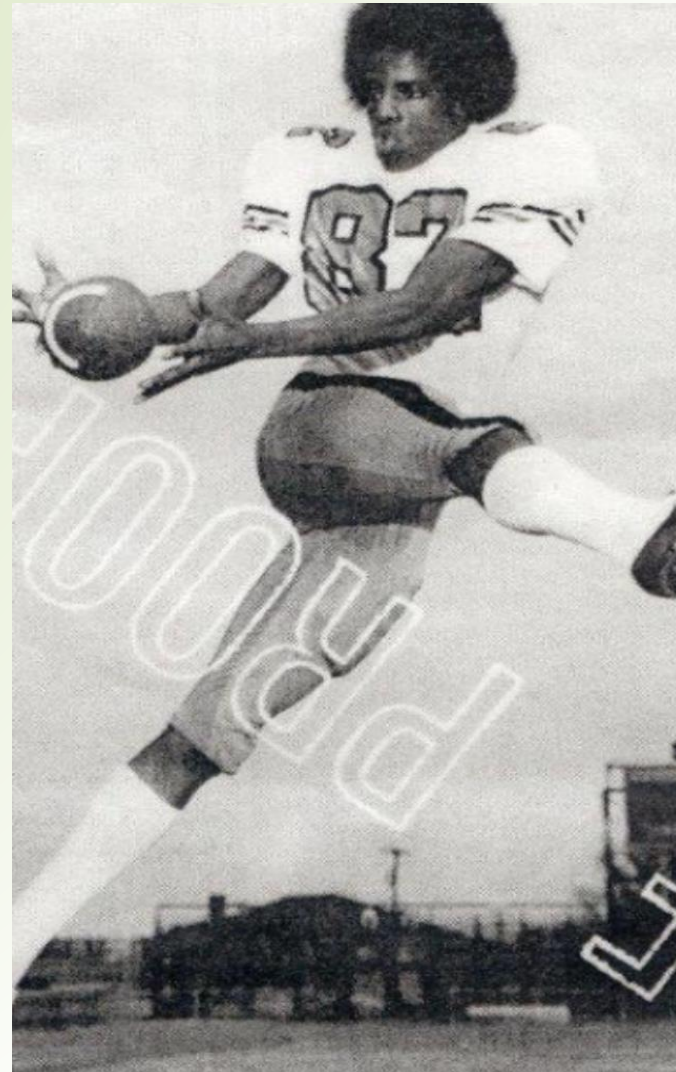
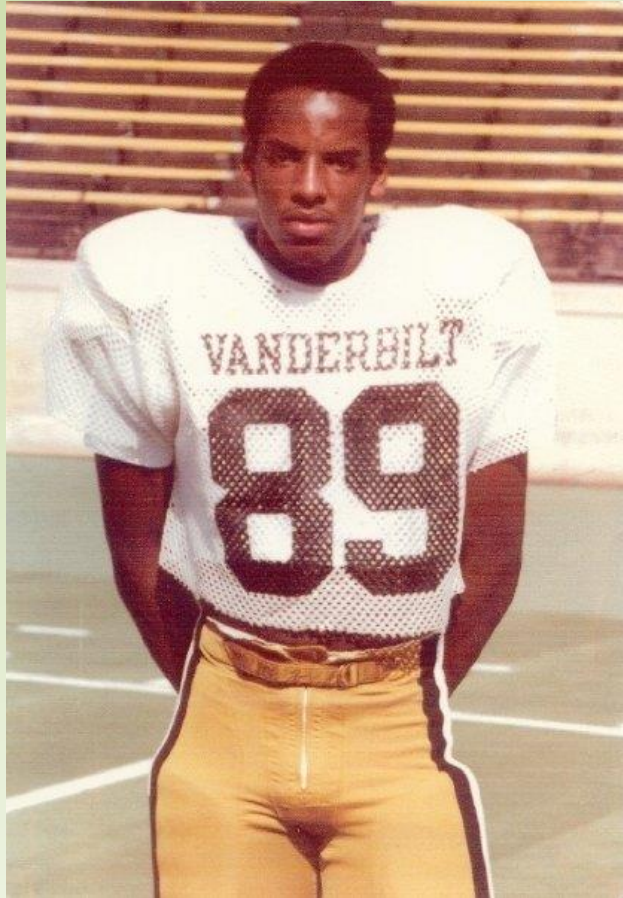


“Diversity is the new Inclusion”

James R. Threalkill, Sr. Director
Diversity, Skanska USA

Vanderbilt University

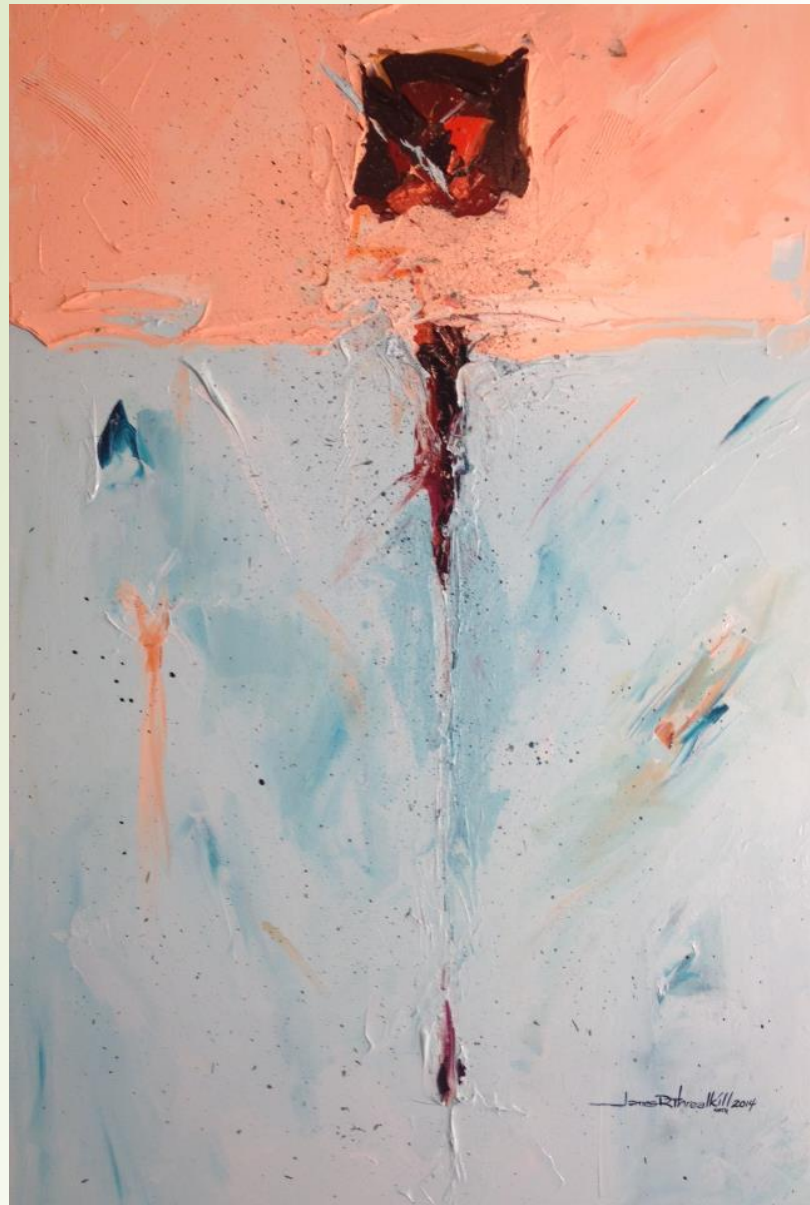


Visual Artist



Artwork





Diversity Director & Dad



The Diversity of Language: An Introduction

The language of diversity makes people uncomfortable. Words like discrimination, oppression, dominance, subordination, heterosexism, racism or male privilege often cause negative reactions. When people speak these words, others begin to focus on what it means for them. It is easier to become defensive, argue the meaning or ignore these interactions than it is to learn how the language of diversity affects others and impacts all aspects of our lives. And, if we can't talk productively about something, then we can't do anything about it.

Definition of Diversity

di·ver·si·ty

/də'vərsədē,dī'vərsədē/

noun

noun: diversity

the state of being diverse; variety, a range of different things.

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences.

What is Inclusion?

- in-clu-sion

/in'kl̩ooZHən/

Noun: inclusion

the action or state of including or of being included within a group or structure.

Why is Diversity the New Inclusion?

Without an inclusive environment, the effectiveness of your diversity will not be sustainable

- **Voluntary turnover**
- **Loss of talent to competitors**

The Importance of Inclusive Leadership

- **Transforming the Culture**
- **Individual and organizational practices**

Characteristics of Inclusive Leadership

- **Relates to and manages people with a wide variety of backgrounds and experiences**
- **Models and creates an equitable and inclusive environment in their sphere of influence**
- **Seeks out and engages a wide variety of perspectives and experiences to achieve optimal outcomes for all**

Inclusive Leadership Practices

- Learning about others and checking personal assumptions and attitudes
- Examining insider-outsider experiences of others and patterns in the organization
- Changing approaches and strategies for interactions and relationships
- Establishing inclusive and equitable culture through conversations and establishing shared practices

How to Encourage Diversity in the Workplace

- **Hiring practices and the recruitment process are the point of entry for diversity initiatives**

Seek candidates where they are:

- HBCU's
- Community Events
- Diverse Student Groups

Creating a Thriving, Sustainable, Business Culture

- **Publicize the Company's Stance on Diversity**
- **Affinity groups to impact the company's culture**
- **Community Service**

Biases can get in our way when ...

- There is high conformity/similarity within a group
- Groupthink
- Chain of command
- We strongly “like” or “dislike” someone

How do we treat differences?

Avoid – Judge – Tolerate – Accept – Appreciate – Leverage

exclude ----- **include**

Needs “safe”
Exposure to
Differences

Needs to learn a non-
judgmental appreciation from
experience and relationships
with people of different
backgrounds

Reconciles dilemmas
Applies inclusive
leadership skills, and
adopts inclusive
practices

The Business of Diversity

- Make Diversity & Inclusion (D&I) a strategic priority touching all aspects of your business or organization
- Instill D&I into your organizations consciousness and reinforce it with equity and inclusion through your policies, practices and programs
- Embed D&I in key business processes such as ethics, safety, procurement, meeting with clients, staffing & community involvement

Diversity and The Bottom Line

- Demographics of who's buying products and services is changing drastically
- Create the spark that drives business growth to increase market share (Frito-Lay ERG Story)
- Maintaining a sustainable competitive advantage in a dynamic global marketplace
- Supplier diversity initiatives integrated with corporate business strategies

Change Efforts for Inclusion

- Attract, recruit and develop highly skilled people with an inclusive mindset
- Have an open, learning culture, respectful of differences
- Mirror the diversity in society in all levels of your organization

Change Efforts cont.

- Leaders demonstrating excellence in fostering an inclusive culture
- Increase diversity with your senior leadership
- Provide a civil working environment free of discrimination

Workforce Diversity

- Diverse teams are proven to stimulate innovation and new ways of problem solving
- Develop a collective behavior that encourages all individuals and employees to best use their talents
- Capitalize on a diverse workforce to enhance your organization's competitive position in the marketplace
- A diverse and inclusive workforce brings a broad spectrum of ideas and voices to your organization and enriches productivity

D&I Areas of Focus for your Organization

- Cross-cultural Diversity
- Employee Resource Groups
- Ethnic Diversity
- Our Culture
- Women
- Lesbian, Gay, Bisexual and Transgender
- Persons with Disabilities
- Supplier Inclusion & Diversity Program
- Training

General Thoughts & Takeaways

- People think we will never “do diversity right” because every human being has biases
- Virtually every one of us is biased toward something, somebody, or some group
- Equity is a worthy goal, but its tough to achieve when unconscious bias so pervades the American workplace

Unconscious Bias

“Change won’t be sudden. We didn’t get conditioned overnight. In order to reeducate employees and organizations on their learned behaviors, it’s going to take a learning process that has to be done over a period of time, not a training that can be done in three hours”

-Gerard J. Holder, author of **Hidden Bias: How Unconscious Attitudes on Diversity Undermine Organizations and What to do about it.**

“When we get conscious about managing diversity, we are “tuning in” to the indicators around us that tell us everyone does not see the world the way we do. While we know that intellectually, when it plays out in a difference of opinion, a different response, or a different way of being, behaving, dressing, talking -- you name it, we forget that everyone is not ‘just like me.’ It is at that moment that we have to wake up, realize we need to manage the diversity that is facing us and begin by thinking, “OK, who is in this mix and what are their perspectives?”

Dr. M. Elizabeth Holmes, Executive Vice President & Chief Learning Officer,
Roosevelt Thomas Consulting & Training, **from “Getting Conscious About
Managing Diversity”**





Diversity is the new Inclusion!

Thank You