



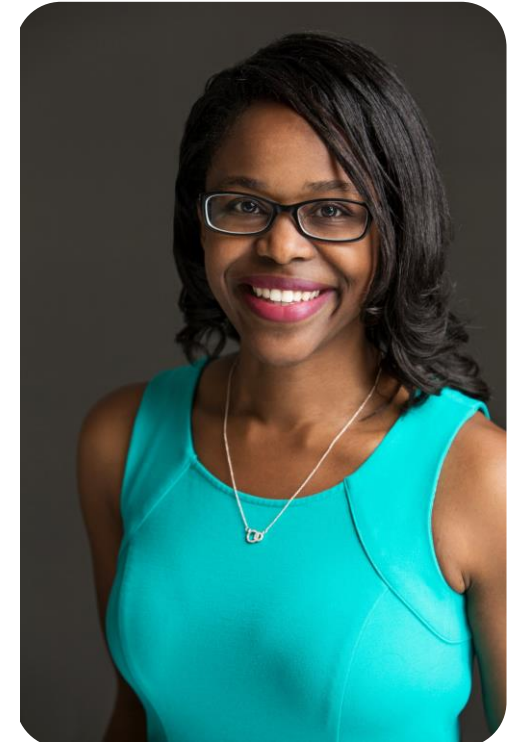
# Inclusion and Diversity in the Workforce

August 21<sup>st</sup>, 2020



# A little about me...

- BS in Psychology from Emporia State University, KS 2015
  - Minor in Sociology and Management
- Radford class of 2017
- Consultant/Project Manager at OrgVitality
- Volunteers with SIOP, Blacks in IO, and Alpha Sigma Alpha
- Passionate about Diversity & Inclusion



OrgVitality



# About our clients...

*Staff have worked with:*

42 of the Fortune 100

89 of the Fortune 500

11 Best Places to Work winners

Numerous non-profits

*Selected to support both:*

Mayflower Group

IT Survey Group (ITSG)

Research partner to:

National Organization for Disability

*In past year, surveys and 360s conducted in:*

100+ countries

40+ languages

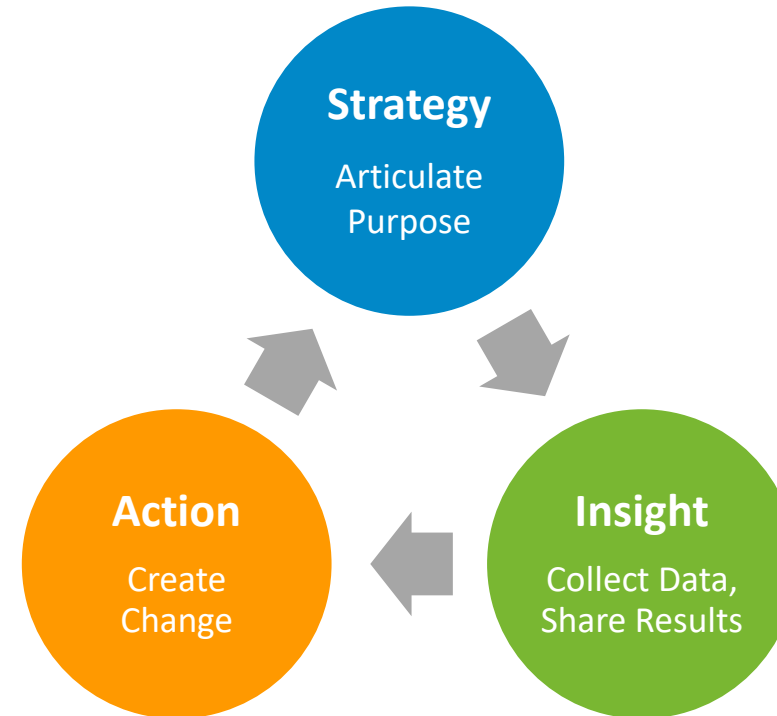


# Our philosophy

## Fusion of Science & Technology

Creating sustainable change is based on three components:

- 1. Strategy** – defining what change fits the needs of the organization
- 2. Insight** – evidence-based information to characterize the situation
- 3. Action** – efforts to make change



strategic-focus • unique, custom design • AI *and* human insight • system-deployed action advice  
• nudges • change

# Diversity



What even is diversity?

- differences and similarities of the employees that make up an organization, such as gender, race, sexual orientation, culture, and **more**
- seen and unseen components of an employee's identity

# 1

## Make Diversity a Priority

Top down, explicit recognition that diversity is a non negotiable priority.

*Enduring investment*

*Measurement of key segments across employee lifecycles*

*Placement on the survey to start important conversations*



# 2

## Cascade Through Culture

Attract and retain a diverse talent pool by translating stated values into systems, practices, and behaviors.

*Mentorship and peer support*

*Policies and practices that address unique barriers*

*Training and guidance for other employees to be understanding and inclusive*



# 3

## Learn from Exits

It won't happen overnight. Learn what unique factors would have led diverse employees to stay.

*Exit interviews*

*Stay interviews*

*Integrated lifecycle research*





# Inclusion



Going beyond diversity

Diversity is absolute while inclusion is relative

# 1

## Create Internal Resources

It is important to have internal resources in place to show that inclusivity is a priority to the company.

*Employee resource groups*

*Peer and upward mentorship programs*

*I&D trainings*



# 2

## Design Inclusive Communications

Be cognizant of diverse groups when designing communications.

*Consider language barriers and translations*

*Review methods of sending communications*

*Internal and external communications*

*Have a way to receive feedback*



# 3

## Hold Individuals Accountable

Encourage individual employees to be inclusive of peers, direct reports, and all others in the organization.

*Establish cultural humility as a priority*

*Encourage advocacy*

*Ensure equal treatment of employees when dispersing opportunities.*



# Measuring I&D



Works differently than other kinds of survey topics

- Explicit items high but symbolic

- Value in items that don't reference explicitly

Importance of analysis plan and hot spots

Ratios and change variables

# Sample Items

There are people like me in positions of influence throughout my organization.

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I can be my authentic self at work, without concern of judgement.

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My organization is genuinely committed to the hiring of diverse employees.

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Development opportunities, such as mentorship or special projects, are truly available and accessible to all.

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I feel safe and supported discussing sensitive issues (ex. race, sexual orientation, gender dynamics, etc.) at work.

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Our organization's leaders walk the talk when it comes to inclusion and diversity - they are authentic in their commitments to us as a workforce.

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I would recommend this as a great place to work for people like me.

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I am proud to work at my company.

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What's one suggestion you have to make this organization a safe and inclusive place for all?

# In Sum: Guidelines that Help

1. Declare importance – from the top
2. Measure throughout lifecycle
3. Be cognizant of how you collect data
4. Bake into systems at each level
5. Build resources around inclusivity
6. Have diverse people help design communications
7. Encourage individuals to be inclusive



Questions?



# Virtual Conference



Orgvitality is holding a free virtual conference September 10th and 11th.

- Creating Impactful Diversity & Inclusion Programs led by Amri Johnson. Thursday September 10th, 11:45pm-12:45pm et.

- How to Build an Anti-Racist Organization led by Victoria Hendrickson and myself. Friday September 11th, 1pm-130pm et.

You can sign up for sessions here through the link below. <https://www.orgvitality.com/fall-2020-virtual-conference>