

“a journey into hard conversations: beyond diversity 101” activity responses

diversity 101

- Legal training
- Hiring policies
- No leadership “true support” — “walk the talk”
- Folks of color sharing their experiences of racism to the majority
- One time per year “diversity trainings” on a voluntary basis
- Not having a real strategy behind everything companies might be doing
- Making sure that every person feels valued and their contribution matters
- Representing various ethnicities, ages, orientations, cultures
- Respect
- Recognizing contributions of others
- Having the courage to begin a conversation and make mistakes and learn from those
- Open discussion
- Open minds — setting the example through your own actions/words to your organization
- Creating awareness through various activities and experiences that highlight diversity and inclusion
- Training
- Ice breakers
- Discussions of “what diversity means to you”
- In recruiting ... a diverse candidate slate for each open position
- Annual “training” session/video
- Activity/event to “celebrate” a specific culture
- Initial conversations about diversity
- No integration of diversity and inclusion strategies in company goals and objectives
- Discussions only
- Fashion shows and potlucks (educational events)
- Cultural awareness days and celebrations
- It’s all about race
- Surface conversations
- Treating everyone with dignity and respect
- Hiring practice to include all races
- Recruiting in areas other than the usual places to include other ethnic groups
- CEO buy-in
- Online training
- We need racial/ethnic minorities on our board
- Having your company “look” diverse
- Being aware
- Inclusive/diverse recruiting practices
- We need to recruit at minority universities
- Diversity is defined and valued (mission statement)
- Working to create an inclusive environment
- Intentionally including “others”
- Policies / words
- Attendance at “fairs”
- Learning about other people’s cultures
- It’s about numbers mainly: having a diverse work force means having a lot of different types of people and thoughts
- Discussing diversity
- Recognition of need for diverse workforce
- The introduction of all types of cultures and people to groups of people that usually wouldn’t take the time to listen (hear)
- Bringing together diverse individuals to generate productive discussions about inclusion
- Feeling of belonging to all

beyond

- White people recognizing their privilege and not relying on people of color to point it out
 - It’s so natural and real that we don’t need committees/teams/training for diversity and inclusion
 - True inclusion at all levels
 - Open and welcome atmosphere
 - Diverse workforce — not just front-line but also leadership
 - Moving the pale, male and stale establishment / good ole boys more toward inclusion
 - Truly valuing others, their contributions, and inviting them to contribute across the organization platform
 - When hiring managers demand a diverse slate of candidates
 - People of multiple races, ethnicities, abilities, ages, culture and class are able to work and achieve together
 - Put all training and “lip service” from past into practice
 - Respect for individual differences resulting in more engaged and productive employees
 - Using cultural differences for a common goal
 - Come together as one team
 - Inclusion focusing on similarities not differences
 - Actions and behaviors follow inclusion and diversity without thought — It is a way of doing business
 - Inclusion of all types of diverse groups (social, economic, education, ethnicity)
 - Intentional efforts to create true community
 - Willingness to have difficult conversations
 - The day people are seen/treated for who they are, not what they look like or believe in
 - Accountability
 - Commitment
 - Leadership buy-in
 - Fostering an environment that involves recruiting to engage and retain employees
 - Diversity is a HABIT! It’s not an “expectation” but REALITY!
 - Examination of systems for power dynamics embedded within
 - Policy changes (e.g. domestic partner benefits)
 - Long term growth opportunities
 - People are no longer identified by “group”
 - What started as “required” meetings/training becomes people who proactively discuss strategy, best practice, and opportunity to improve
 - Inclusion — appreciation for all different kinds of diversity — as well as how we are connected
 - How by collaboration we all win (better culture = more profitable)
 - The organization mirror the communities that are served
 - The difficult conversations cease
 - Diverse hiring is no longer an issue
 - Inclusion is embraced and widely accepted
 - Diversity is part of the organization’s culture, not a separate department or function
 - Anti-bias, anti-racism, etc
 - Inclusion to become and integrated part of company culture and not an afterthought
- Head
 ✕
 Heart With intention and purpose
 ✕
 Hand