




**Operationalizing Inclusion:
Reaching Beyond the "Diversity Silo"**

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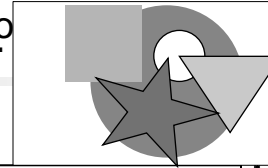
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Here's what we've learned . . .

**Diversity Increases Complexity
Mind-set Matters**



- 1. Underneath it all, we're all part of the human race.
- 2. Strive to be "color-blind" and "gender-blind."
- 3. Treat everyone the same.
- 4. Majority rules: that's the fair way.
- 5. We need to bring minorities into the mainstream.
- 6. Treat others the way you would like to be treated.

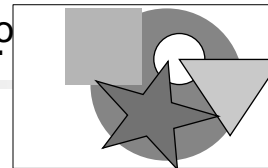


The Challenge is enormous!

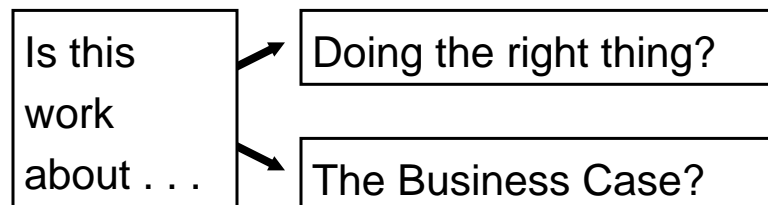
- ✓ How will you handle expectations?
- ✓ How will you develop a support system?
- ✓ How will you make the case that this is important?
- ✓ How will you capture the attention of key people?
- ✓ How will you get everyone involved?
- ✓ How will you create an environment of safety & respect?
- ✓ How will you create learning?
- ✓ How will you leverage diverse knowledge?

Adapted from Warren, WorkWorlds' HRC

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The Age Old Debate . . .



Adapted from Warren, WorkWorlds' HRC

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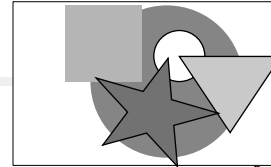
Defining Diversity & Inclusion

Diversity is → Differences & Similarities & Multiple Perspectives

People & Knowledge

Inclusion is → Leverage Diverse Talent & Multiple Perspectives

The Dual Challenge

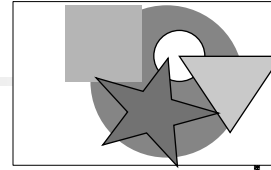


Diversity introduces Greater Complexity & Multiple Perspectives

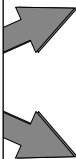
Potential for Misunderstanding & Conflict

Potential for Problem-Solving, Creativity, Innovation

The Dual Challenge



Diversity introduces Greater Complexity & Multiple Perspectives



Making Diversity Work!

Making Diversity Matter!

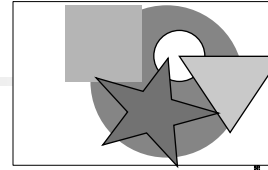
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Expanding Diversity Management

- ✓ Recruitment
- ✓ Representation
- ✓ Retention
- ✓ Respect & Recognition
- ✓ Leveraging Diversity for Enhanced Performance



Operationalizing Diversity



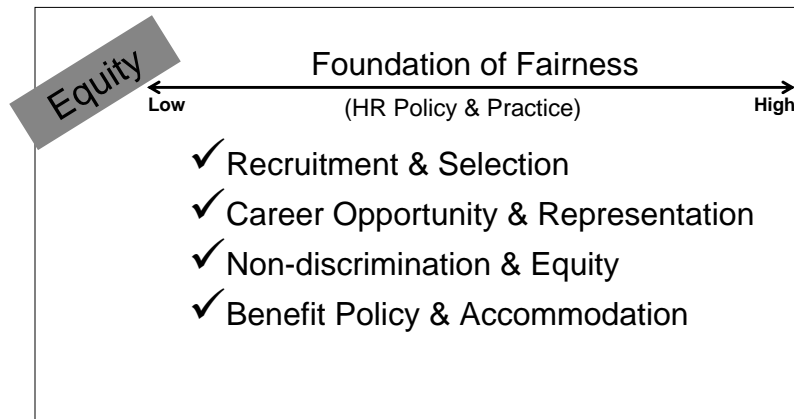
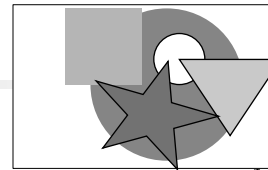
What is required for success?



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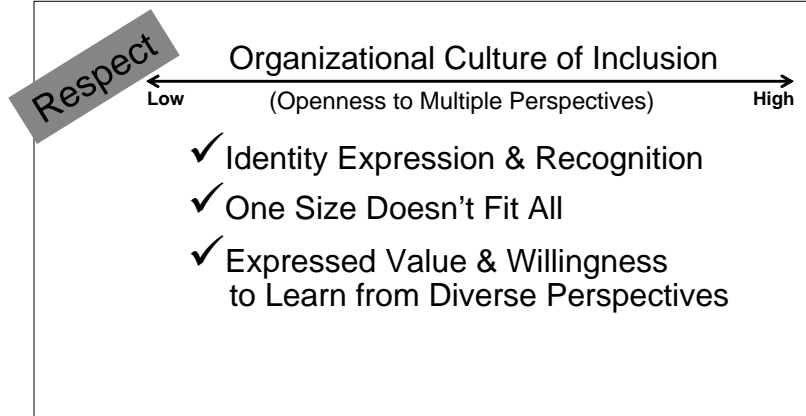
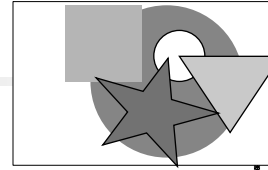
Knowledge of Diversity in Organization Dimensions of Inclusion



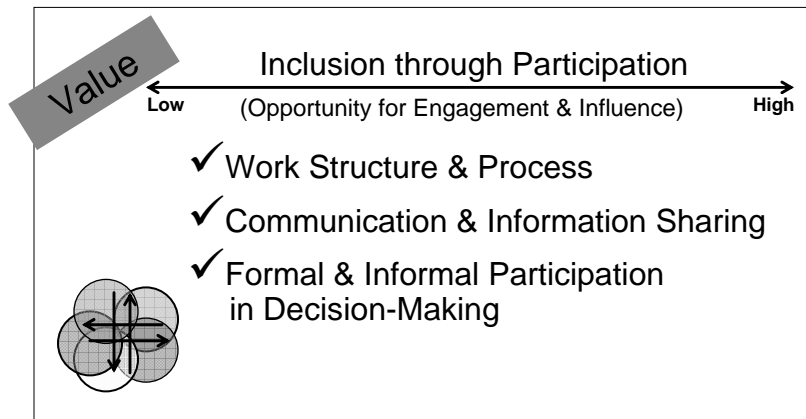
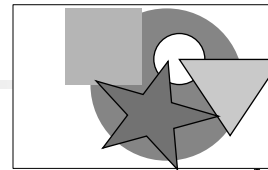
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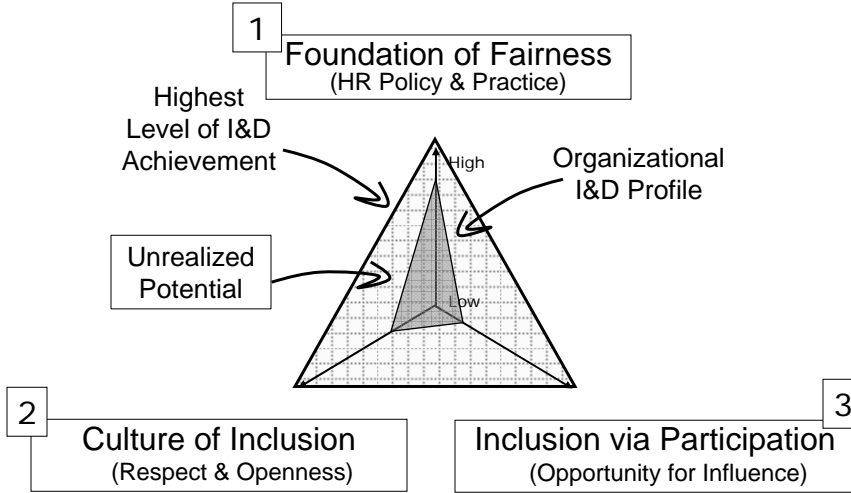
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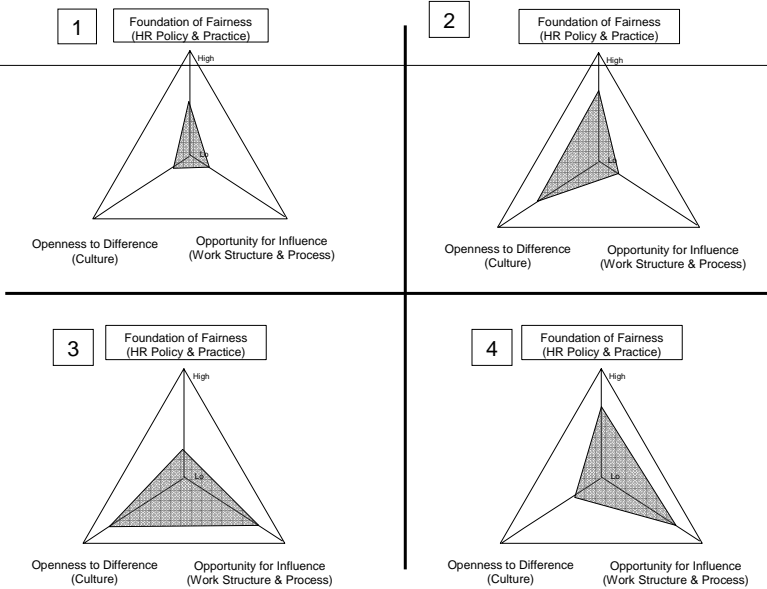
Knowledge of Diversity in Organization Dimensions of Inclusion



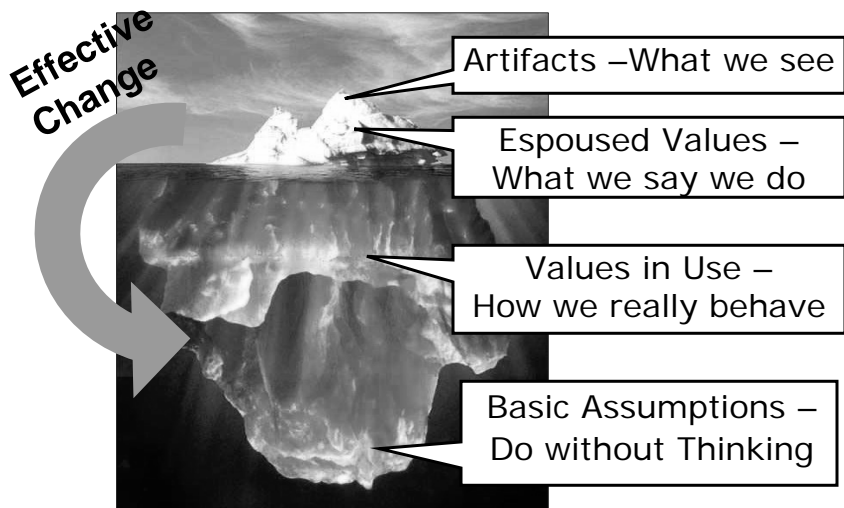
The Shape of Inclusion Analysis



What would you anticipate for below?



Diversity & Inclusion Change

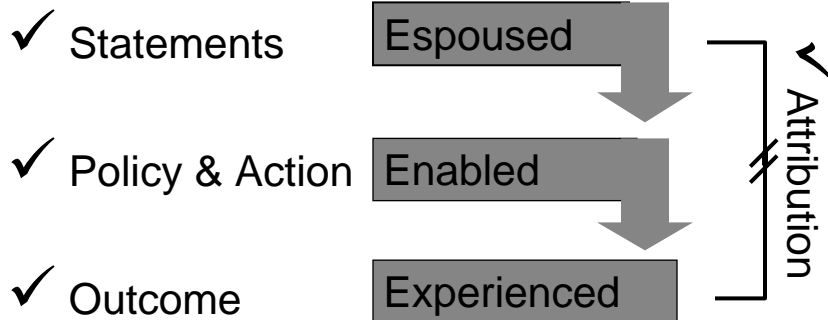


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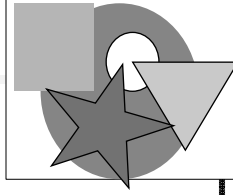
From Measurement To Strategy

Using information to frame response . . .



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***Thank
You**



The Cornell Inclusion Assessment Instrument developed by:
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