

Transforming the Workplace Through Intentionality

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April 30, 2019

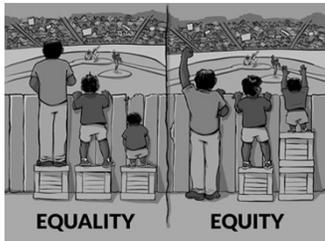
Today's Topics of Discussion

- What Is Diversity, Inclusion & Equity
- DI&E as a Growth Strategy
- The Intersection of Diversity, Inclusion and Equity – “The How”
- Measuring Impact

What is Diversity & Inclusion

Diversity	Inclusion
<ul style="list-style-type: none"> • Diversity denotes the spectrum of human similarities and differences • About People • Implies multiplicity of perspectives and ways of doing things informed by diverse histories, cultures and experiences that people bring to your business • Challenges individuals to manage complexity 	<ul style="list-style-type: none"> • Describes the way your business shapes opportunity, interaction, communication and decision-making to utilize the potential of its diversity • About your business • Makes diversity work, and leverages the resources it brings • Facilitates employee engagement

Equity



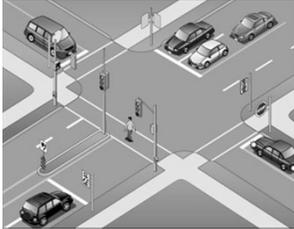


THE BUSINESS CASE FOR



Diversity is the Goal, Inclusion is the Strategy

The Intersection – “The How”



Recruitment & Retention

- A diverse workforce drives economic growth.
- Recruiting from a diverse pool of candidates means a more qualified workforce.
- A diverse and inclusive workforce helps businesses avoid employee turnover costs. Businesses that fail to foster inclusive workplaces see higher turnover rates.
- Diversity fosters a more engaged, creative and innovative workforce.

Exercise: How Am I Doing?

- Answer The Series of Questions
- Pair & Share

Exercise: How Am I Doing?

- I focus on Inclusion & Retention prior recruiting diverse candidates?
- I review my job descriptions regularly to make sure they are up to date?
- What outlets am I using to source candidates?
- How am I screening out candidates?
- I use a consistent interviewing technique, set of questions and conduct interview training (if applicable)?

Debrief?

- Any Surprises or "Ah Ha" Moments?
- Key Takeaways



Board/Advisory Structure

- What is your Boards/Advisory role?
- Who makes up your Board?
- Selection Criteria?
- Any Training/Onboarding?
- Any interaction with your staff?



Culture & Belonging

- Culture is the character and personality of your organization. It's what makes your organization unique and is the sum of its values, traditions, beliefs, interactions, behaviors, and attitudes.

"Culture Eats Strategy for Breakfast" – Peter Drucker

The 6 Aspects of Culture

1. **Purpose** means connecting employees to your organization's reason for being or the difference you make in the world.
2. **Opportunity** means providing employees the ability to learn new skills, develop, and contribute.
3. **Success** means giving employees the opportunity to innovate, do meaningful work, and be on winning teams.
4. **Appreciation** means acknowledging and recognizing employees' outstanding work and unique contributions.
5. **Well-being** means paying attention to and constantly working to improve employees' physical, social, emotional, and financial health.
6. **Leadership** means connecting employees to purpose, empowering them to do great work, and creating a sense of camaraderie.

https://www.huffpost.com/entry/6-essential-aspects-of-workplace-culture_us

Exercise: What Would You Do?

Elisa has a coworker, Sally, who likes to talk about politics. Elisa does not care that much about politics but finds her coworkers' political views to be little extreme. Elisa likes her coworker and wants to get along with her. Elisa has thought of just pretending to agree with Sally or telling Sally she would rather talk about other subjects. Elisa suspects that Sally will be insulted if she goes with the second option. What should Elisa do?

Debrief

Measuring Impact

- Focus on outcomes not just inputs
- Measurement becomes difficult if you think about it after the fact
- Plan to monitor along the way
- Does your business have a “thriving” or “diving” culture

"Success is not final; failure is not fatal: It is the courage to continue that counts." – Winston Churchill