



A Culture of Inclusion: Creating and Maintaining Non- traditional Employee Groups

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Agenda

- Challenges and opportunities in getting such a group started
- How the group has managed to continue being a vibrant group supported by management/leadership
- Strategies for gaining management support, outreach and recruitment strategies, engaging straight allies, and understanding and addressing the interests and priorities of your constituency
- Briefly address other employee groups such as Young Professionals and Veterans





Outcomes

- Strategies for creating/maintaining non-traditional employee groups, and making the culture safe for members of non-traditional groups
- Understanding challenges non-traditional employee groups face in gaining acceptance
- Understand concerns and issues of non-traditional groups





Where is NASA?





Goddard Space Flight Center





Diversity & Inclusion (D&I) at GSFC

- Focuses on building an inclusive work environment where each employee feels valued and can contribute to their full potential to maximize mission success. Business necessity given work force trends. Broader than ethnicity, race, and gender, Inclusive of all groups and individuals

Diversity & Inclusion Philosophy

- Valuing the whole of the individual. We respect and value not only our apparent differences, but also diversity of viewpoint, experience, talents and ideas.
- About being inclusive in the workplace, not exclusive.
- A diverse, inclusive workplace gives us a competitive advantage and is a key differentiator in the marketplace.
- Makes us a better agency, a better partner in the communities we serve and a better place to work.





Diversity & Inclusion Defined

Diversity means:

The unique characteristics, perspectives and life experiences that define us as individuals.

Inclusion means:

Fostering an environment where all individuals contribute fully and feel valued, engaged and supported to reach their full potential.

Overarching drivers are Accountability and Engagement

Every employee is responsible for demonstrating respectful/inclusive behavior

Maximize the talent and contributions of each employee





Getting started

- Constituency interest
 - Identifying need when no group exists
 - Being out
- Management support
 - Active senior champion is at the Executive Level
 - Demonstrated commitment when things break loose
 - Stressing the importance of an inclusive and respectful environment





Sustaining the energy

- Understanding and addressing the interests and priorities of the constituency
 - Workplace issues
 - Policies & processes that protect employees
- Outreach and recruitment strategies
 - Engaging allies
- Continued awareness, education and outreach
 - Briefings to directorate staff
 - Educational events/activities





GLTBAC Success Stories

- Raising Awareness
 - Recognition of LGBT Pride Month
 - Agency & Center Pride Month proclamations & announcements on website, gate signs, etc
 - Key events at which senior management support is visible
 - Attendance at GLBT-sponsored events
 - Center-wide outreach
 - GLBTAC Website; GLBT Ally Stickers
 - Profiles of GLBTAC events and GLBT employees in *Goddard View*
 - ERG like any other





GLTBAC Success Stories – Networking

- Building allies with other GSFC ERGs
 - Asian Pacific American Advisory Committee
 - Equal Accessibility Advisory Committee
 - Hispanic Advisory Committee for Employees
- Joining forces with other NASA Centers
 - Ames Research Center (CA)
 - Kennedy Space Center (FL)
 - Marshall Space Flight Center (AL)
- Professional Networking Communities
 - Out & Equal; FedGLOBE, NOGLSTP-CR; other federal agencies LGBT groups
- External Outreach & Recruiting
 - Out for Work Career fair, DC Capital Pride





Other non-traditional groups

- New Employee Welcoming Board (NEWB)
 - Committed to improving the transition of new employees into Goddard and being proactive on behalf of all new employees; Build a community among new employees and to better the quality of work life among new employees.
- Veterans Employee group
 - Share information pertinent to veterans; network for veterans; provide support and outreach to veterans; provide education/awareness of veterans issues.





Summary

- Non-traditional employee groups – an important tool in the Federal workplace
 - Voice of the constituency
 - Advisor to management
 - Education of the workforce
 - Instrument of change
 - Creating a culture of inclusion


