

**Managing and Leveraging Diversity & Inclusion:
Are you Really a Diversity Change Agent?**

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Catalyst
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Workshop Goals

Expose participants to best in class topical, strategic and tactical perspectives on diversity.

Present the biggest challenges of spearheading a diversity and inclusion process that embraces best practices

Broaden awareness of the diversity spectrum from a leadership perspective

Diversity Leadership Journey



Diversity Management: What is Your Diversity Quotient?

Historical

- Planning
- Organizing
- Leading
- Controlling
- Staffing

Today *

- Collaborating
- Leveraging
- Maximizing
- Cultivating
- Prospecting

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Possible Process for the Implementation of a Diversity and Inclusion Process

Analysis – Dialogue continuously with stakeholders from divergent departments to determine the diversity “barometer” and landscape at the agency.

Design – Hold synthesizing sessions utilizing focus groups and individual sessions with employees ranging from support staff, supervisors, managers and other stakeholders

Possible Process for the Implementation of a Diversity and Inclusion Process

Development – Create a sustainable training process that is substantive, user friendly, dynamic and participant centered

Implementation – Launch of the diversity training process beginning with supervisors and managers and then with hourly employees.

Evaluation – Post course assessment and inventory

Microinequities

- Wristwatch or clock watching
- Yawning or inattentive listening
- Snapping your fingers while requesting support
- Instead of asking for names we say "heh you"
- Cutting someone off in mid-sentence
- Acknowledging some colleagues in a room but not others
- Answering e-mails or glancing at your computer while meeting with someone in your office

Top Diversity and Inclusion Challenges for Federal Agencies

- ✓ Marginalizing diversity by treating it as the flavor of the month
- ✓ Thinking that diversity training on its own is an affirmative defense
- ✓ Avoiding an immersion into cultural competency and increasing one's diversity maturity
- ✓ Lacking divergent stakeholder support for the spearheading of a diversity process

Find Someone Who

1. Knows which country contains almost 20% of the world's population?
2. Can tell you what the term Youthism means?
3. Can find someone who knows what linguistic profiling is?
4. Speaks two languages other than English?
5. Has a understanding of the term colorism?

Diversity Awareness Spectrum

Naive Perpetuator AVOIDER Diversity Change Agent Fighter

**Future Strategies
Individual Action Plan**

- 1.
- 2.
- 3.
- 4.

"Recipe" for Leveraging Diversity

"Diversity is understanding Differences, embracing Inclusion and realizing that there is Variety at work, at home, in our schools and in our community. It is grounded in the principles of Equality, Respect and Sensitivity and how Intelligently we go about supporting these principles. We must be steadfast and demonstrate Tenacity and ultimately realize that diversity best practices starts with You"

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