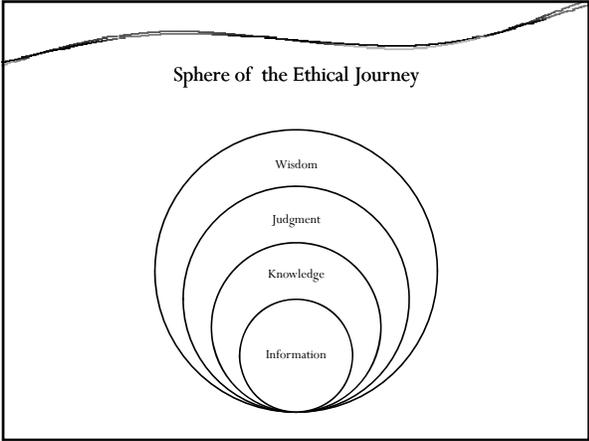


Understanding Your Ethical Quotient: What is Your Moral Compass?

EXCEL 2012

Wednesday August 1, 2012 Sheraton Dallas Hotel
3:30pm-5:30pm

Catalyst
Evelyne R. Matthews
Chief Executive Officer
www.diversityofficers.com



Navigating the "Ships" of Your Ethical Sojourn

- Relationships
- Partnerships
- Mentorships
- Fellowship
- Stewardship
- Gamesmanship

Properly navigated the journey can be calm or balmy not contentious and tumultuous!

Ethics, Social Media & the Workplace: Does it Matter at Your Agency?



Does This Slide Cause You a Ethical Conundrum?



Is there a Ethical Dilemma at your Agency that is Impacting You?



Top 6 Ethical Checklist Items

- ✓ Embrace the concept of mindfulness & centering
- ✓ Create a SWOT analysis around a ethical dilemma
- ✓ Avoid at all costs of becoming ethically hijacked
- ✓ Understand that adhering to ethics is not a spectator sport
- ✓ Continue to expand your knowledge of the ethics portfolio
- ✓ Realize that ethics is a growth industry

Did You Know?

- Ethical behavior is values driven
- What is considered ethical can vary across cultures and moral reasoning approaches
- People have a tendency to rationalize unethical behavior
- One of the most significant ethical conundrums is when organization culture conflicts with a individual's personal ethics

Did You Know?

- Malfeasance is misconduct or wrongdoing especially by a public official
- Misfeasance is the improper and unlawful execution of a act that in itself is lawful and proper
- Nonfeasance is the omission of some act that ought to have been performed

David Callahan's "The Cheating Culture"

- The top 1% of Americans earn more than 100 million Americans
- Ordinary people are subjected to extraordinary temptation
- Break the rules because the rules are unfair
- People are unethical because of the fear of failure
- Nobody's looking

Model Standard of Conduct For Mediators (A Synopsis)

- Three organizations collaborated in creating the standards. The American Bar Association, the American Arbitration Association and the Association for Conflict Resolution)
- The standards were prepared in 1994 and revised in 2005
- There are 9 Standards of Conduct
- The Model Standards are a 10 page document

**Model Standard of Conduct For Mediators
"The Rules of Engagement"**

1. Self determination
2. Impartiality
3. Conflict of Interest
4. Competence
5. Confidentiality
6. Quality of the process
7. Advertising and Solicitation
8. Fees and other charges
9. Advancement of Mediation practice

Spotlight Questions in Ethics*

How would I feel if my family found out about my decision to be unethical?

How would I feel if the local newspaper printed my decision to be unethical?

Adopted from Susan Alevas Cornell ILR Adjunct and author of an article titled the "Ethical Enabler"

Intrapersonal Ethical Checklist

- Recognize the Ethical Dilemma
- Get the facts
- Identify your options
- Is it legal?
- Is it right?
- Is it beneficial?

Contact Information

Evelyne R. Matthews
Partner/Chief Executive Officer
www.diversityofficers.com
(914) 830-1075 or (914) 837-4051
