Got Diversity. Get Inclusion!

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Who are We?

• Professionals with diverse backgrounds with different subject matter expertise all working diligently to influence change for the greater good in our places of employment and in our community.
Why You Came Here Today?

- Enhance your competence and capability in influencing change in the workplace through inclusive strategies that enrich the culture, the engagement, and the competitive advantage of the organizations we are part of.

Empowering you today…

- You can have significant impact regardless of your position, focusing on your ability to influence change far beyond the board room where the impact is equally critical to business growth and success.
My Goal Today

• Share my knowledge and insight to empower and motivate each and every one of you to recognize your ability to be the change you want, and to help you become a champion of change.

Myths and Misunderstanding
Diversity, Affirmative Action, and Inclusion
Diversity Defined

• “the condition of having or being composed of differing elements” – Merriam Webster
• “the state or fact of being diverse; difference; unlikeness” – Dictionary.com

Diversity - Misunderstood

• Bring us diversity since we are an all Caucasian team
• We are all men, we need women to be diverse
• We need more color in the leadership team
• We need younger employees
Affirmative Action

- “an action or policy favoring those who tend to suffer from discrimination, especially in relation to employment or education; positive discrimination” – Dictionary.com
- “an active effort to improve the employment or educational opportunities of members of minority groups and women” – Merriam Webster

Affirmative Action - Misunderstood

- Belief that every business must build an affirmative action program
- Quotas
- Must add minorities and females at all costs
Inclusion

• “the act of including : the state of being included”
  – Merriam Webster and Dictionary.com

Inclusion - Misunderstood

• Adding women or minorities to your leadership team
• Inviting younger team members to management meetings
• Establishing programs for one specific type of characteristic such as a women’s leadership group, a young professional team, minority mentoring program
The Diversity & Inclusion Strategic Business Model

Practical Adjustments to Create Strategic Advantage

The Current Model – It’s Backwards

The goal of this model is to build a diverse workforce for the sole purpose of “having” diversity.
Recommended Strategic Model

This strategic model leverages the value of the workforce's diversity to achieve greater business success.

The Role of the Legal Administrator

- Educate Leadership and the Workforce
- Use unique competencies to identify and communicate when opportunities exist
- Design programs to leverage the existing diversity and create inclusion
- **Become the Champion of Change**
Identifying Opportunities for Inclusion

Case Studies of Inclusion
Real World Examples of Success using Inclusive Strategies
Case Study One

- Audit by the Chinese FDA
  - The Business Solution was: Hire an interpreter

Case Study One – My Solution

- Chinese PhD R&D Chemist on Staff
- Internal Staff Host Audit / Interpreter with Process Knowledge
- Engagement / Successful Audit / Established Inclusive Culture

Achieved greater business outcome and success through an inclusive strategy to solve a business challenge. Benefits were far greater than just the short term audit results.
Case Study Two

- Bring us Diversity
  - We are building a diversity council of our leadership team

Case Study Two – My Solution

Educated leadership to further recognize the value of an inclusive approach to this business challenge. Far reaching benefits of this strategy.
Exercise 1:
Practical Application

What will you do?

Situation  Action  Result
Millennials in the Workforce
Tips and Strategies to Engage and Leverage These Assets

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Millennials See the World Differently

- Older Generations Lens
  - The Right Thing to Do, Compliance, Equality
  - Based on various characteristics often recognized as the protected characteristics such as gender, race, religion, ethnicity, sexual orientation, and so on

- Creates a Critical Disconnect in Generations
Millennials See the World Differently

• Millennial Lens
  – Society is a melting pot and millennials do not view other individuals with the implicit biases and stereotypes older generations have
  – Value knowledge, experience, and unique individual insights

• Creates a Critical Disconnect in Generations

Creating an Inclusive Culture

• Leadership must demonstrate they value diversity of thought from all generations
• Leadership must help educate the workforce on the challenges and value of viewing the world with a different lens
• Must recognize the value of effective knowledge transfer and the infusion of innovative and creative ideas
• Tolerance must be established on both ends
Inclusion as a Competitive Advantage
How to leverage Inclusion to Enhance your Practice

Exercise 2:
Practical Strategies
5 Strategic Benefits to Inclusion

- Retention
- Employee Engagement & Satisfaction tied to Productivity
- Social Responsibility and Public Relations
- Market Share – Leveraging an Inclusive Lens
- Risk Management to Mitigate Discrimination & Harassment Claims

Your opinion matters!

Please take a moment before leaving to evaluate this session.

Thank You!