

# DIVERSITY DRIVERS

Harnessing differences to encourage inclusion and generate business value



## SEMINAR OUTLINE

What is diversity?

- Types of diversity
- Viewpoints to consider

Why is it a problem?

- Connect diversity to tension in the organization
- Experiencing loss of creativity and innovation
- Why groupthink is dangerous

Benefits of diversity

- Understand the business case of increased diversity
- Internal benefits
- External benefits

Unconscious bias

- It's because we can't see it that it's so hard to fix
- Recognize it for what it is
- Call it out when we see it
- Denounce it is a necessary next step

Embrace diversity

- What's different
- What's similar
- How to seek out and leverage difference for everyone's benefits
- Learn about the differences that drive success in your current environment

## WORKOUT OUTLINE

Diversity as a strategic imperative

- Is it part of the plan
- Should it be

Bias specifics

- Uncover our biases
- Review suggestions from Seminar session
- Plan to take corrective action
- Analyze current practices and procedures

Diversity Drivers

- Focus on gender and minority
- 3 key drivers

Diversity Action plan

- Personal commitments
- Team and organizational commitments

## SCHEDULE

Seminar 9:00-11:45am

\*Lunch 12:00-1:00pm

Workout 1:00-4:00pm

\*Working lunch