



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

Make diversity and inclusion a priority of executive leadership through a written statement of commitment and active leadership involvement in company efforts, celebrations, advisory groups, etc.



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

Make diversity and inclusion a priority by creating a strategic framework that includes diversity and inclusion in all departments and workplans.



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

Always require a diverse
slate of candidates for
every open position.



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

Diversity and inclusion is part of the new employee orientation and follow up sessions are offered for all staff.



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

Provide annual trainings or workshops on different topics such as implicit bias, recruitment, retaining and promotion or achieving cultural competency.



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

Make sure photos in all publications include a culturally diverse group of people. If you are advertising to a certain market, consult with knowledgeable employees or professional firms about the market.



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

Recruit thoughtfully –
Cultivate relationships and
recruit from institutions
that typically attract a
diverse student body.



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

A company can go a long way toward retaining its diverse talent if its workforce feels supported and valued... link your employees to a support network.



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

Recognize and celebrate your diverse groups of employees. Dedicate a day of celebration to signify the holiday or contributions that each group has made to the United States.



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

Have employee resource groups that are open to all employees. Each group you form should have a shared mission statement, tied to your organization's diversity strategy, as well as its own vision statement, goals, and plans of action.



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

Multiple voices lead to new ideas, new services, and new products, and encourage out-of-the-box thinking.

Forbes Insight - Global Diversity and Inclusion



In 1980, only 20% of the population in the U.S. was non-white, in 2000 that percentage had increased to 25%. By 2010, 33% of the population was non-white, and by 2040 half of the population will be made up of groups now considered “minorities.”



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

Inclusive decision-making leads to better business decisions up to 87 percent of the time. Business teams drive decision making twice as fast with half the meetings. Decision outcomes can improve by 60 percent.

Cloverpop - Hacking Diversity with Inclusive Decision Making



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

“When you can move people to contribute to their fullest, it has a tremendous impact,” noted Rosalinda Hudnell, director of global diversity and inclusion at chip maker Intel.

Forbes Insights - Fostering Innovation Through A Diverse Workforce



Companies in the top quartile for gender diversity were 15 percent more likely to have financial returns that were above their national industry median, companies in the top quartile for racial/ethnic diversity were 35 percent more likely to have financial returns above their national industry median.



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

In the United States, estimates of buying power indicate that LGBT individuals controlled \$790 billion in 2012 and African Americans controlled \$1.1 trillion in 2015.

McKinsey & Company - Diversity Matters



Assign a top executive the responsibility for leading and sponsoring the inclusion and diversity program.



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

Create an internal and externally-visible scorecard to measure progress for recruiting, promotion rates, compensation levels, participating in coaching programs, turnover, and participation in ERG's (Employee Resources Groups), supplier diversity.

Bersin by Deloitte



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

Simply interacting with individuals who are different forces group members to prepare better, to anticipate alternative viewpoints and to expect that reaching consensus will take effort.

Scientific American



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

Companies with
inclusive cultures
have lower turnover.

Caroline Turner, Principal - Difference WORKS



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

An organization with a reputation for being a good place to work for diverse groups has an easier time recruiting talent from today's diverse hiring pool.

Caroline Turner, Principal - Difference WORKS



2018 POWER OF DIVERSITY

#DIVERSITYWORKS

Research shows that
diverse teams process
facts more carefully and
are more innovative.

Caroline Turner, Principal - Difference WORKS