



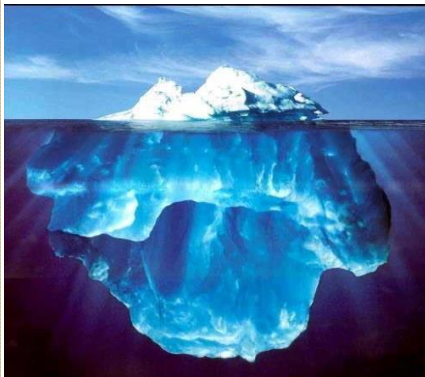
Getting In With the In Crowd Diversifying the Inner Circle

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What We'll Explore

- There is no doubt that we need organizations whose environments, culture and employee base resemble the diversity of the community &/or available labor pool.
- This session will explore HOW we will accomplish that?



WELCOME!!

This session begins as soon as you enter the room!
INTRODUCE YOURSELF to a partner & together answer these questions:

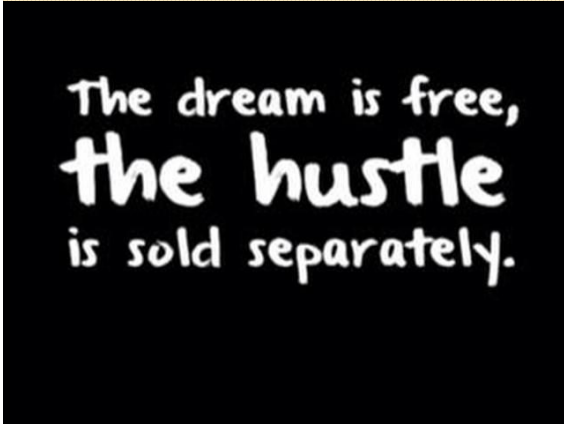
- Is it important that your organization reflect the diversity of the people who live & work in your community?
- Does your organization reflect the diversity of the people who live & work in your community?
- If yes, how did you do it?
- If not, why not?

So What Did You Decide?

- Important or not?
- Whose do not?
- Why not?
- Whose organization reflects the diversity of the people who live & work in your community?
- How did you do it?

A GAP





Best Practices



- Learn about the Diversity issues in your workplace
- Educate managers about the issues you find
- Decide what you mean by diversity
- Create a strategic plan to increase diversity
- Diversify the Inner Circle
- Rally leaders in your community to implement an aggressive diversity initiative
- Build the Talent Pipeline
- Expand your network (& the potential talent pool) by stepping outside your comfort zone
- Monitor the progress/impact of your diversity initiative

Diversify the Inner Circle



- Does your organization & your HR Dept WALK the TALK or just TALK the TALK?
 - Who is in your inner circle? The inner circle of your executives?
 - Are career opportunities visible up & across your organization?
 - Who gets invited to sponsored tables or charity functions?
 - What do you do to engage with a broad range of employees?
 - What do you do to give employees a chance to shine/to show what they can do?



Build the Talent Pipeline

- In groups of 4, talk about what your organization is doing or what you'd like to do to build the talent pipeline.

TIPS:

- Mentor & sponsor diverse talent within your organization. (individual-level relationships or groups that you sponsor and engage with regularly)
- Give valid, actionable feedback to employees
 - Help create a structure for development plans
 - Set an expectation for follow-up on those plans
- Mentor/engage with youth of all ages and be a role model. Engage with students. Learn:
 - How they think
 - How they learn
 - What motivates them
 - What you may need to do in the years ahead to ensure they are successful when come to work in your organization



Expand your network (& the potential talent pool) by stepping outside your comfort zone

- Does your own professional network include:
 - Colleagues at all levels (from early-in-career to senior thought leaders)?
 - People of color, both genders inside & outside your organization?
 - If so, name them. When is the last time you talked with them?

TIPS:

- Step out into the cultures of diverse talent, work proactively at understanding what it means to be inclusive and make sure that the best candidates for a job have been offered the tools to compete and succeed.
 - Attend professional conferences for people of color & women (regardless of your gender or color)
 - Engage with youth groups that focus on empowering young people of all colors
 - Ask to be invited (or invite yourself) to business groups for people of color (potential interviewees, referral sources, etc.)
- Attend and support social ethnic events in your communities & take the opportunity to learn what matters in their cultures



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° **NEXT STEPS FORYOU**