

LEAD the CHARGE to CHANGE YOUR CORPORATE CULTURE

by
Judy Johnson, Software Engineer
Amanda Arnold, Product Manager

A guided path to actionable change to find yourself in your company. And, it starts with YOU.



About **CORPORATE CULTURE**

How we treat employees
How (if) we communicate
How we interact
Corporate Mission Statement
Values
How we work
Common interests

culture - *n.* “the attitudes and behavior characteristic of a particular social group.”



INCLUSIVE CORPORATE CULTURE

**Our Differences are our advantage
Opportunities for growth
New knowledge brings global business
Appeal to expansive talent pools
An engaged Workforce is a loyal workforce
Creativity + problem solving**

Among seemingly homogeneous coworkers, the voice of heterogeneity is not always heard.

HURDLES TO SUCCESS FOR UNDERREPRESENTED GROUPS

INTERNAL

Psychological (self-esteem, isolation, etc)

Physical

EXTERNAL

Perception - the way others see you (gender bias)

Lack of understanding of needs of others

Hiring biases, even in job postings

Lack of mentors, role models

Workplace dynamics and culture ("frat boy" / geek / "brogrammer")

Lack of voice

Lifestyle incompatibility (hours, continuing education)

Technology itself is, stereotypically, not made up of intuitive people

A blurred background image of a modern office interior. In the foreground, several office chairs with colorful, rounded backs (in shades of green, blue, red, and pink) are arranged in rows, facing towards the right. Behind them are long, low tables with light-colored tops and dark metal frames. The office has a warm color palette with beige walls and ceiling lights. In the distance, there are more office spaces and what appears to be a staircase or another level of the building.

IF YOU WANT TO
CHANGE THE CULTURE
YOU WILL HAVE TO
START BY CHANGING
THE ORGANIZATION.

HOW ORGANIZATIONS CAN HELP

**Make Inclusion a Priority
Establish Networking Groups
Promote Advocacy / Mentorship
Encourage Volunteerism (conscience)**

**Discrimination
Hazing/Harassment
Fail to Accommodate Differences
Recruit and Retain Based on Personal Attributes**

HOW THEY CAN MAKE IT WORSE

• OUR •

CORE VALUES



define

• OUR •

CULTURE

Common values allow for people from different walks of life to work together.

Customer first

Security in All We Do

Pursue Innovation with Integrity

Communicate Openly and Respectfully

Offer Your Talents, and Appreciate the Talents of Others

Do you know your organization's corporate core values?

Enable Inclusion Through POLICY + PROCEDURE

Remember, an UNENFORCED policy is the same as NO POLICY at all.

Fair evaluations

Equal Opportunities

Flexible Hours

Telework Policies

Inclusive Morale Events

Harassment Policies

Maternity/Paternity Leave

Adoption Leave

Nursing Mothers' Resources

Can YOU Help to Make Change Without AUTHORITY?

HR

Government Regulations

Upper Management

Advocacy Groups

Surveys

Unions

Laws!

Identify

CHANGE AGENTS





Judy Johnson, Software Engineer

judith.johnson@onyxpoint.com

<https://www.linkedin.com/in/judyfinkjohnson>

Amanda Arnold, Product Manager

amanda.arnold@onyxpoint.com

<https://www.linkedin.com/in/amanda-arnold-60853289>

**CALL ME.
BEEP ME...**

<https://github.com/judyj/Diversity-In-Tech/blob/master/references.md>