

Developing an Action Plan

for Diversity and Inclusion
at your Organization





Monica S. Flores

Leading digital product
development for teams
that make a positive difference

Web developer since 2004

Drupal focus

Passionate about
sustainability, social
justice, diversity,
entrepreneurship,
education, and
technology/science as tools
for positive social change.

Learning Objective #1



Review the overall lens of diversity and inclusion as an emerging topic in workforce development and culture-building

Learning Objective #2



Reflect on your current organization's assumptions and practices, & compare/contrast with other organizations

Learning Objective #3



Build an action plan for creating
an organizational culture rooted
in empathy and inclusion

The Golden Rule

#1 - Diversity and Inclusion





How do I personally add to the diversity of my organization?



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What is "diversity"?

Race

Color

Religion

Sex

National origin

Age

Physical abilities

Pregnancy status

Genetic information

Gender

Sexual Orientation

Political views

Socio-economic status

Criminal history

Credit history

Weight

Bankruptcy

Where you were born/raised

Which college you attended, or if
you attended college

Languages you speak

Foods you eat

Activities or hobbies





Why is diversity important?

My top reason/s:

- Empathy
- Creativity
- Better product or service

Your top reason/s:





What does "inclusion" mean?

Practices and policies that include people

- Value all individuals for their contributions
- Equal access and opportunity
- Remove discrimination and other barriers
- What is the paradox of tolerance?





Why is inclusion important?

To me: Relevance

- Representation matters
- Multiple viewpoints
- Challenge and growth
- Personal comfort/satisfaction

To you: _____





Diversity and Inclusion in the workforce

Effectiveness

- Savvy workforce
- Creative solutions
- More competent, more qualified staff
- Identify markets/constituencies
- Serve markets/constituencies





<https://www.flickr.com/photos/wocintechchat/25900705292/>

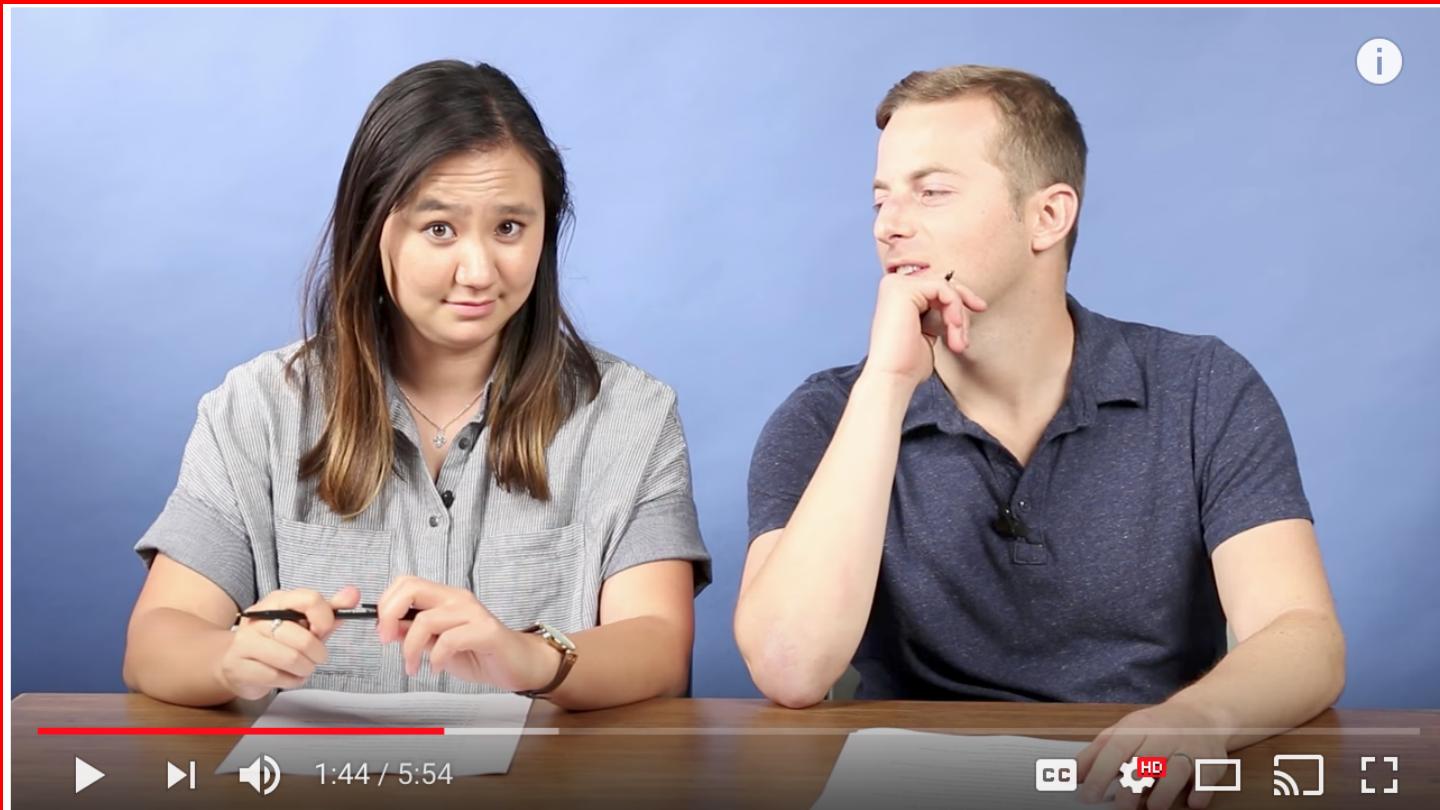
Does your staff align with your clients/constituents?

Do you have enough information to identify the
demographics of your community?

If so, does your staff/board
match those of your constituents?



i



How Privileged Are You?

<https://youtu.be/0UmowwMivyU?t=1m42s> until 4:12

#2 - Assumptions & Practices



What does diversity and inclusion mean inside my organization?



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What does diversity and inclusion mean inside my organization?



- Denial
- Conflict or confusion
- Program priority-setting
- Continuous education
- Affinity groups
- Employee retention
- Outreach and staffing
- Effectiveness





What's a pathway to implementing diversity and inclusion as priorities?



Photo by [Toni Lluch](#) on [Unsplash](#)





What's a pathway to implementing diversity and inclusion as priorities?

- Data collection
- Training and development
- Safety in the workplace
- Hiring practices
- Code of conduct





Put them together....





Build diversity & inclusion

- Data collection
- Training and development
- Safety in the workplace
- Hiring practices
- Code of conduct
- Denial
- Conflict or confusion
- Program priority-setting
- Continuous education
- Affinity groups
- Employee retention
- Outreach and staffing
- Effectiveness





All the way to the top

- Executive leadership
- Directors/Managers
- Line staff
- Administrative staff
- Engineering/Technical
- Finance
- Human Resources

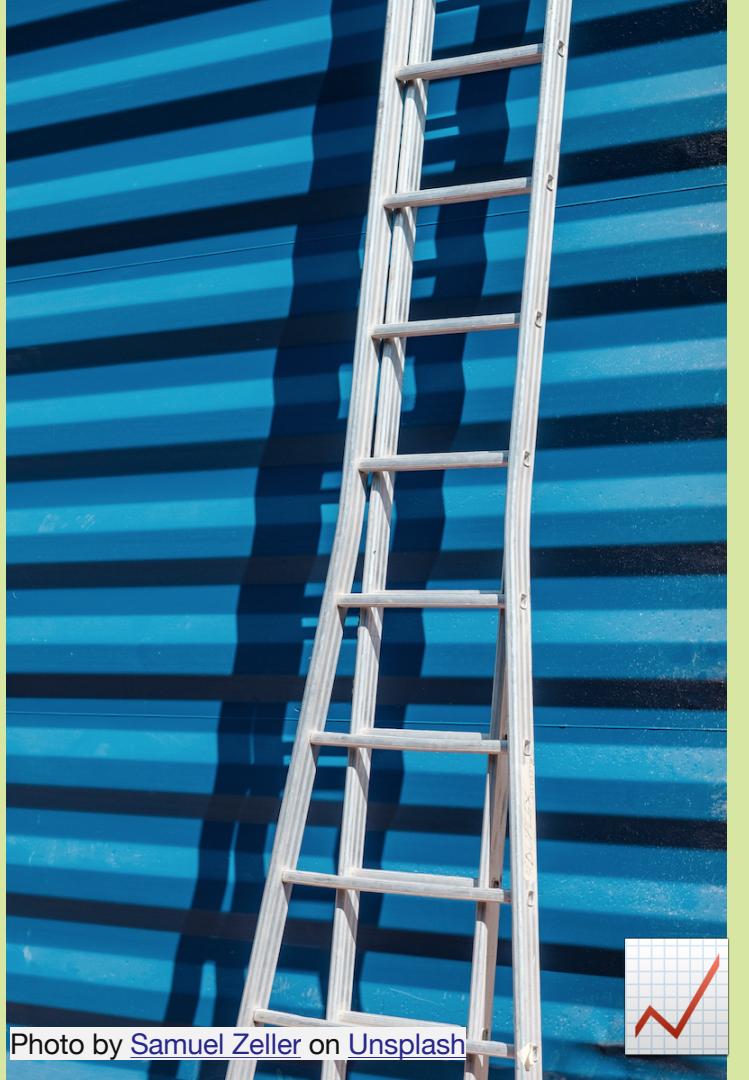


Photo by [Samuel Zeller](#) on [Unsplash](#)



To what extent does our organization foster a culture of inclusion (or not)?

- Brainstorm three items that are currently in place

Type into:

bit.ly/howtodoinclude



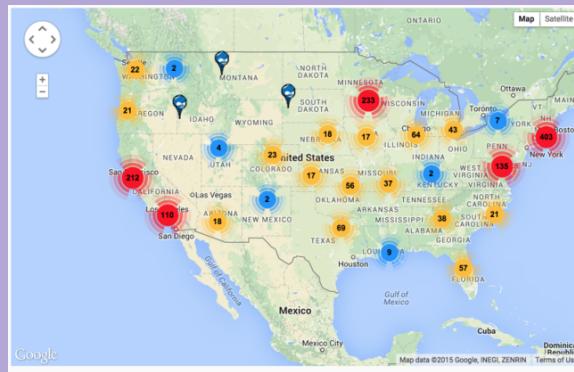
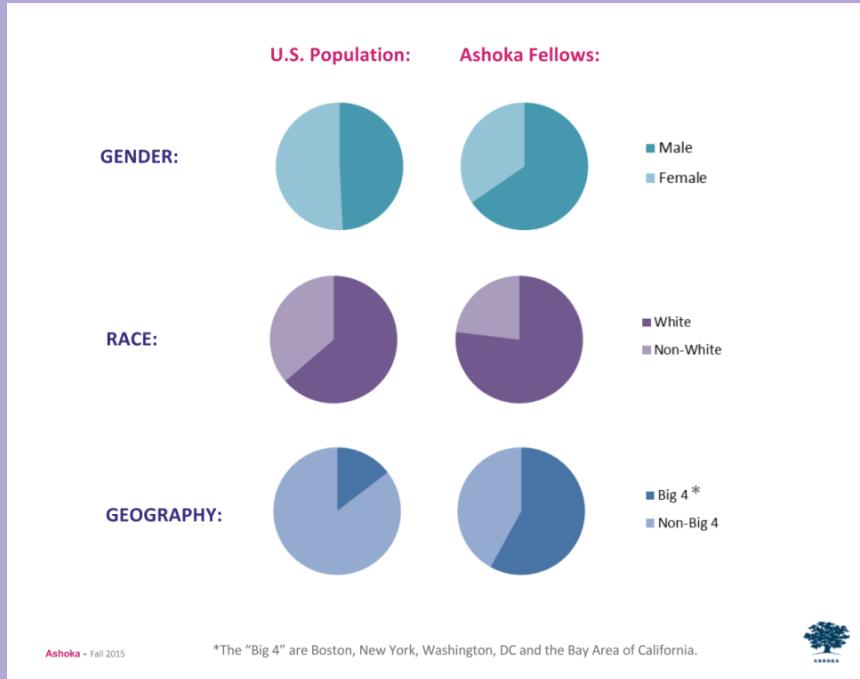
Photo by Rob Schreckhise on [Unsplash](#)



#3 - Our Action Plan



Working on... Data Collection

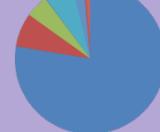


Racial Breakdown

US Population (based on 2010 Census)



Ashoka Fellows



● White (63.7%)
 ● Black or African-American (12.2%)
 ● Hispanic (16.4%)
 ● American Indian & Alaska Native (0.7%)
 ● Asian (4.7%)
 ● Native Hawaiian and other Pacific Islander (0.2%)
 ● Two or More Races (1.9%)
 ● Two or More Races (2.4%)
 ● Unknown (0%)

● White (76.9%)
 ● Black or African-American (7.2%)
 ● Hispanic (4.8%)
 ● American Indian & Alaska Native (0.1%)
 ● Asian (0.25%)
 ● Native Hawaiian and other Pacific Islander (0%)
 ● Two or More Races (2.4%)
 ● Unknown (1.4%)

Working on... Training and Development

#diversity

This is the very beginning of the #diversity channel, which you created on February 25th. The purpose of this channel is: *Increasing & supporting diversity in our decision-making and partnership-building process. Recruiting and Retaining Talent at Ashoka, building a robust & inclusive pipeline, retaining community, enthusiastic changemakers tinyurl.com/ashoka2025 (edit).*

+ Add a service integration Invite others to this channel

February 25th

09:05 **monicadear** joined #diversity

09:05 **monicadear** set the channel purpose: Increasing and supporting diversity in our decision-making and partnership-building process

09:30 **monicadear** Resourced <http://www.racialequitytools.org/>
RET supports people and groups who are working for inclusion, racial equity and social justice. The site includes ideas, resources, case studies, best practices, tips, as well as a clearinghouse of resources and links from many sources.

March 20th

MORE UNREADS

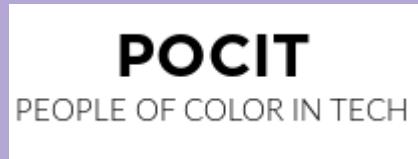


Working on... Safety in the Workplace





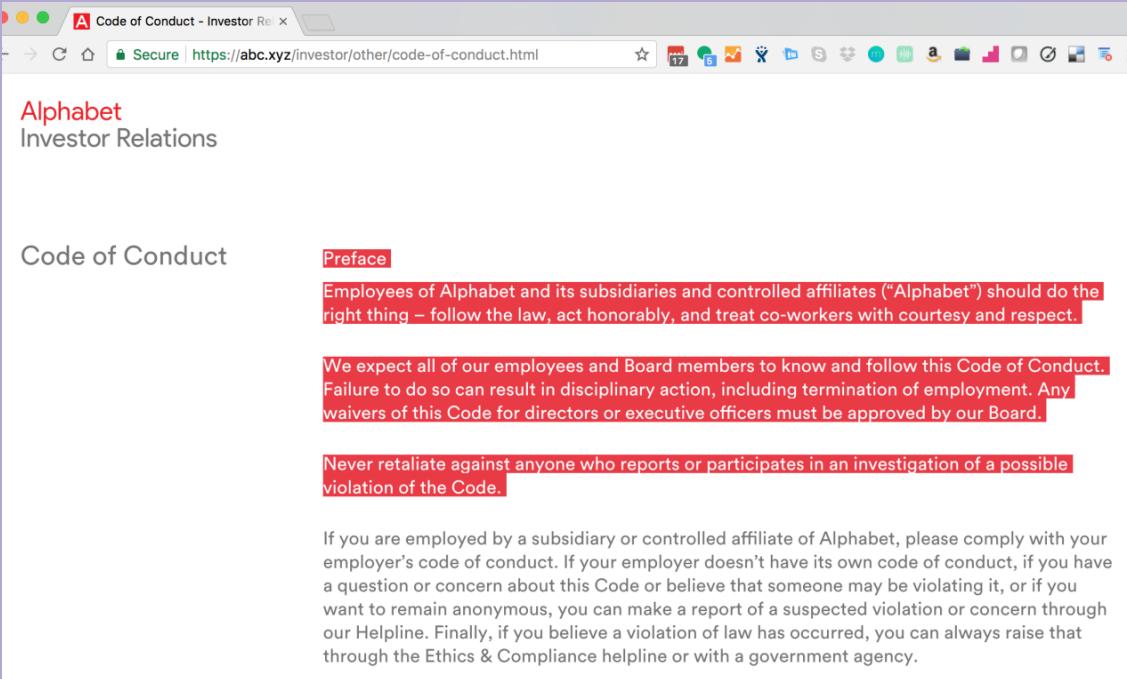
Working on... Hiring Practices



abilityJOBS



Working on... Code of Conduct



The screenshot shows a web browser window with the title "Code of Conduct - Investor Re..." and the URL "https://abc.xyz/investor/other/code-of-conduct.html". The page content is as follows:

Alphabet
Investor Relations

Code of Conduct

Preface

Employees of Alphabet and its subsidiaries and controlled affiliates ("Alphabet") should do the right thing – follow the law, act honorably, and treat co-workers with courtesy and respect.

We expect all of our employees and Board members to know and follow this Code of Conduct. Failure to do so can result in disciplinary action, including termination of employment. Any waivers of this Code for directors or executive officers must be approved by our Board.

Never retaliate against anyone who reports or participates in an investigation of a possible violation of the Code.

If you are employed by a subsidiary or controlled affiliate of Alphabet, please comply with your employer's code of conduct. If your employer doesn't have its own code of conduct, if you have a question or concern about this Code or believe that someone may be violating it, or if you want to remain anonymous, you can make a report of a suspected violation or concern through our Helpline. Finally, if you believe a violation of law has occurred, you can always raise that through the Ethics & Compliance helpline or with a government agency.

<https://abc.xyz/investor/other/code-of-conduct.html>





Where will you focus on, starting today:

- Data collection
- Training and development
- Safety in the workplace
- Hiring practices
- Code of conduct



<https://twitter.com/intent/tweet?text=@ntenorg+@monicasflores+One+item+I+want+to+work+on+is>





Identify manageable personal commitments

In the next 3 months, I commit to _____

In the next 12 months, I commit to _____





Short-term & Longer-term Organizational Commitments

In the next 3 months, my organization will be able to

In the next 12 months, my organization will be able to



Where	What we want	How to get there
Hiring Practices	Institute Rooney Rule	3 interviews with diverse candidates using identical assessments for each open position
	Identify other colleges to advertise openings	Add 5 additional places where we circulate our list of job openings
	Review job description language and make it better	Formalize job descriptions to reduce language relating to age, race, sex, national origin, religion, disability, pregnancy, medical condition, marital status, sexual orientation



Area of Impact	Performance Indicator	Action Items	Who is responsible?	Key Dates and Desired Outcomes
Hiring Practices	A) We have instituted and used the Rooney Rule for 50% of our hires	3 interviews with diverse candidates using identical assessments for each open position	James	By end of February - assessment lists standardized, approved by Bonnie
	B) We have a list of various campuses and community groups where we circulate 100% of new job openings	Add 10 additional places where we circulate our list of job openings	Accounting Lead - Kenji to nominate	By March 15, Create list to send to HR
	C) Our job description language is free of problematic language	Formalize job descriptions to reduce language relating to age, race, sex, national origin, religion, disability, pregnancy, medical condition, marital status, sexual orientation)	Maria	By April quarter meeting 



Kickoff Internally by Inviting Key Staff

- Identify Needs
- Suggest Solutions
- Use Data





Format for Check-in

- Here's where we're Moving
- Here's where we're Stuck



Questions and Answers

Continue the conversation



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