
FIGURE 11.2 | Diversity Council Building Blocks

Operationalizing the Diversity-and-Inclusion Initiative

- Clear measures and evaluation process
- Clear accountability for task accomplishment
- Strategic and operational application
- Training in support of systems change
- Gathering and utilizing data
- Urgency in deadlines
- Management support of release time
- Clear goals and objectives

Team Infrastructure

- Team-building
- Diversity education
- Diversity definition that goes beyond race and gender
- Multi-issue focus
- Ground rules
- Commitment
- Consistent meetings and face time
- Courage

Foundation

- Clear charter and accountabilities
 - Demonstrated support
 - Council membership
-