

.....

Suggestions for Using “**Benchmarks in Diversity and Inclusion**”

Objectives:

- Generate discussion about systems changes in diversity and inclusion implementation
- Stimulate creativity in responding to diversity-and-inclusion needs
- Compare diversity-and-inclusion strategy with best practices in other organizations

Intended Audience:

- Diversity council or task force
- Executive, senior management team
- HR staff

Materials:

- Copies of the worksheet *Benchmarks in Diversity and Inclusion*

Processing the Activity:

- Individuals fill out the chart, listing what the organization is doing in each area.
- Groups discuss programs and activities in place.
- Groups determine priorities for needed action.

Caveats, Considerations and Variations:

- This list can be overwhelming as each category contains so many aspects that could be explored. It may be helpful to limit the discussion to a few areas at a time.
- This analysis may spur participants on to investigate programs and interventions in other organizations, then report back to the group.