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Suggestions for Using “Diversity-Council-Saboteurs Checklist”

Objectives:

- Identify factors hindering diversity council effectiveness
- Stimulate analysis and discussion of council functioning
- Provide information useful in designing plans for strengthening council operation

Intended Audience:

- Diversity council members
- Diversity coordinators and facilitators
- Executives and managers organizing and chartering a diversity council

Materials:

- Copies of *Diversity-Council-Saboteurs Checklist*
- Pens, pencils
- Easel/flipchart and markers (optional)

Processing the Activity:

- Explain that the most effective diversity councils are those that strategically plan their operation, analyze their functioning, and continue to strengthen themselves. This activity will give them a chance to make progress on this process.
- If the audience is an already functioning council, ask members to respond to the list, checking any of the saboteurs they are experiencing.
- If the audience is a beginning council or comprised of managers organizing a council, ask them to check off those saboteurs they expect to encounter.
- Have participants form into small groups and discuss those items checked, then select the three most critical saboteurs.
- Ask each group to report their three top saboteurs, charting responses.
- Lead a total-group discussion of themes and reactions to saboteurs.
- Assign one or two saboteurs to each small group and have groups brainstorm methods to overcome or deal with them, then select the top two strategies/suggestions for each.
- Have each group report their suggested strategies.
- Get commitment to follow through on suggestions by assigning names and dates to each accepted suggestion.
- Ask each participant to respond to one or both of these open-ended statements:
 - » “The most important thing our council needs to do now is ...”
 - » “The most important thing I can do to help our council move ahead is ...”

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Suggestions for Using
“Diversity-Council-Saboteurs Checklist” (continued)

Questions for Discussion:

- Which saboteurs create the most serious barriers for your council?
- Which saboteurs are surprising to you?
- What resources are available to help deal with these obstacles?
- What steps can be taken to prevent these from blocking the council's accomplishment?
- What is the most important thing the council needs to do next?
- What can you do to help the council?
- What needs to be included in the council's future development to increase its effectiveness?