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Suggestions for Using “Identifying Major Diversity-and-Inclusion Roadblocks”

Objectives:

- Identify factors that have the potential to sabotage the effectiveness of your diversity efforts
- Determine strategies for overcoming the saboteurs

Intended Audience:

- Diversity Council or task force
- An executive staff looking at the strategic benefits of diversity
- An internal Organization Development department responsible for long-term change

Materials:

- Copies of the worksheet *Identifying Major Diversity-and-Inclusion Roadblocks*

Processing the Activity:

- Ask participants to think about the organization’s diversity-and-inclusion change efforts, then identify on the checklist those saboteurs that get in the way and note the ways they are shown in the organization.
- Then ask them to think about strategies for overcoming the obstacles and make notes in the *How we can address it* column.
- In either pairs or small groups, participants discuss the saboteurs, how they show themselves in the workplace, and how they can be addressed.
- Have a recorder chart suggestions in small groups.
- Lead a total group discussion of suggestions and knowledge obtained.

Questions for Discussion:

- Which saboteurs stand out? For what reasons?
- Which ones most seem to undermine the implementation of the diversity strategy?
- If you could try to turn around just one of these barriers, which one would it be and why?
- Which ones seem possible to fix or influence? Which seem intractable?
- How are these saboteurs demonstrated?
- What suggestions do you have for minimizing their negative impact?
- Whose support do you need to make any change(s) happen?

Caveats, Considerations, and Variations:

- Tackling too many of the saboteurs at once may make the change seem overwhelming and dampen enthusiasm.
 - Take care not to misread the depth and complexity of the saboteurs; they are easy to understand at a conceptual level but much harder to flesh out a pragmatic level. Allow enough time in the session to have these points discussed fully.
 - At the start, you can ask participants to brainstorm factors they imagine might sabotage efforts and chart these. Add these to the list.
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