

.....

Suggestions for Using “Implementing Diversity: Making Structural Change”

Objectives:

- Assess current diversity culture change strategies
- Identify areas for additional strategies
- Stimulate discussion and creation of strategies to use the structure of the organization to enhance inclusion

Intended Audience:

- Executive staff
- Diversity council
- HR and OD staff

Materials:

- Copies of worksheet *Implementing Diversity: Making Structural Change* and Table 11.4 *Integrating Diversity into the Executive Suite*
- Markers and chart paper

Processing the Activity:

- Explain the Organizational Universe Model, emphasizing the six areas of the structure and giving diversity change examples for each.
- Ask participants to jot down changes already in place and those needed in each of the six areas.
- Post large chart for each of the six areas of the structure around the room. Each chart has two columns, one labeled “Diversity Obstacles” and the other “Suggested Strategies.”
- Count off participants into six groups, each at one of the posted charts.
- Participants take five minutes to write and discuss their responses on both columns on the chart.
- Groups rotate for five more rounds, repeating the process at each chart—writing additional suggestions to those already written.
- Each group returns to its original chart, reviews what has been written, and prioritizes selecting the two suggested strategies that would have the most positive impact in creating inclusion.
- Each group shares their top two suggestions.
- Lead a total-group discussion of suggestions and next steps.

Questions for Discussion:

- Which areas of the structure are we already using well for inclusion?
 - In which areas do we need to do the most work?
 - What obstacles do we face?
 - Which suggestions would have the most positive effect on increasing inclusion?
-