
Suggestions for Using “Steps in Managing Diversity”

Objectives:

- Generate discussion about the organization's progress in managing diversity and inclusion
- Identify areas of needed work and development in the implementation of diversity and inclusion

Intended Audience:

- Diversity-and-inclusion council or task force
- Executive, senior management, or leadership team

Materials:

- Copies of the worksheet *Steps in Managing Diversity*

Processing the Activity:

- Facilitator briefly explains the seven steps in managing diversity and giving examples.
- Participants working individually fill in the chart.
- In small groups, participants share information, charting combined responses.
- Groups report collected responses.
- Total-group discusses areas of needed development, setting priorities, and planning action.

Questions for Discussion:

- What is already in place and how is it working?
- What areas are most in need of work?
- What are the top priorities that need to be attended to?
- What could interfere with/block making progress in these areas?

Caveats, Considerations, and Variations:

- The group that works through this analysis needs enough information to be able to respond. They also need to have some power in stimulating action.