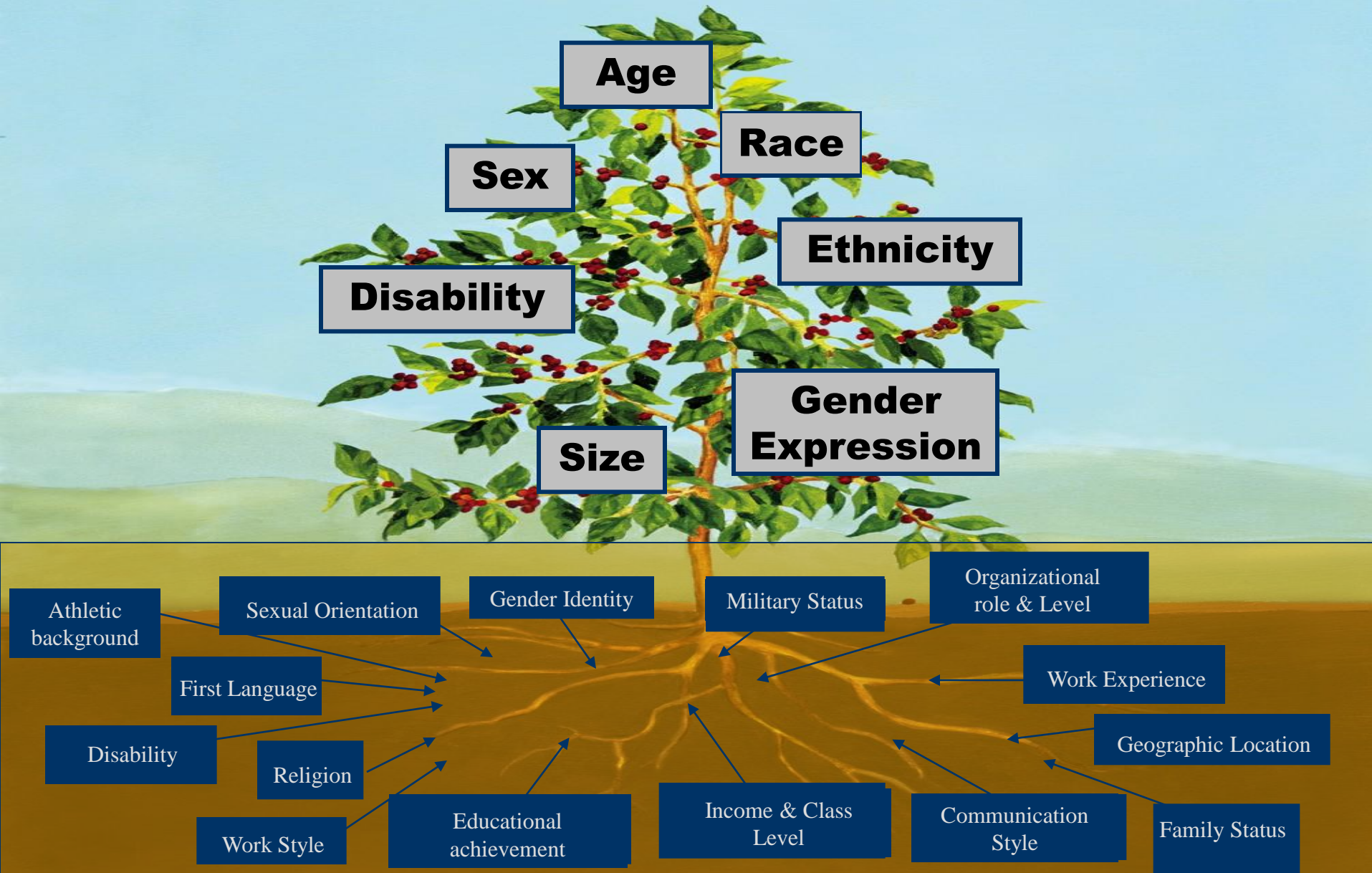




Diversity as a process

- Creating a workforce that reflects the race, gender, work & communication style, ethnicity, physical ability, sexual orientation, age, second language ability, religious perspectives and other differences that reflects our communities in which we operate, the marketplaces we serve, and the shareholders who invest in your company. Contextually for you as an organization, think about reflecting the students you serve.
- The key is recognizing, respecting, and leveraging the differences these individuals bring to the workplace as strengths to be more competitive globally, to be seen as an employer of choice and to be more creative & innovative with your products, services and solutions. Again, contextually for you, think about being innovative in your approach in the classroom, in your approach to your curriculum, or in how you draw innovation from staff that help you run your institutions, recruit for your institutions, etc.
- Valuing and embracing these differences will not only create a situation where your organization can realize its potential but will also foster collaborative interactions that create workplace environments that enable individuals to realize their potential.

Visualizing all the ways we differ & are the same!



CELEBRATE
WHAT'S
RIGHT
WITH THE
WORLD™
Dewitt Jones

LOOK FOR POSSIBILITIES.

- **Focus on opportunity,
rather than scarcity.**
- **Find what's working.**
- **Keep looking for the
next possible answer.**





Ten things plus a few....

- Define your true North, define diversity and inclusion broadly, and build scaffolding
- Flipping the dialogue
- Truly provide the learning and development needed to be successful
- Resource this like any other strategic imperative
- Treating diversity as a strategic imperative may require you to think differently on how it is approached, captured and evaluated



Ten things plus a few....

- Diversity isn't just about social identity, structure/process/policy must come into play
- Close the gap between the stated and the real
- Be a Tempered Radical and encourage this in others

TEAMWORK



Tempered Radical



Ten things plus a few....

- Ask the right questions and be willing to hear the answers
- Hold yourself, peers and others around you accountable
- Bonus: Have a dilemma
- Bonus: do your own work and do not accept failure
- Bonus Treat Diversity as a system



Cultivate Innovation...



...by opening yourself to the opportunities created by embracing diversity and inclusion!