



Intentional Diversity, Equity and Inclusion

Diversity, Equity & Inclusion

Some Important Terms/Concepts:

- Ethnocentrism
- Implicit Bias/Unconscious Bias
- Microaggressions

Diversity, Equity & Inclusion

U.S. Equal Employment Laws

*Equal Pay Act - 1963

*Civil Rights Act - 1964

*Age Discrimination and Employment Act - 1967

*Pregnancy Discrimination Act - 1978

*Americans with Disability Act - 1990

*Older Workers Benefit Protection Act - 1990

*Family Medical Leave Act - 1993

*Uniformed Serviced Employment & Reemployment Rights Act - 1994

Diversity, Equity and Inclusion

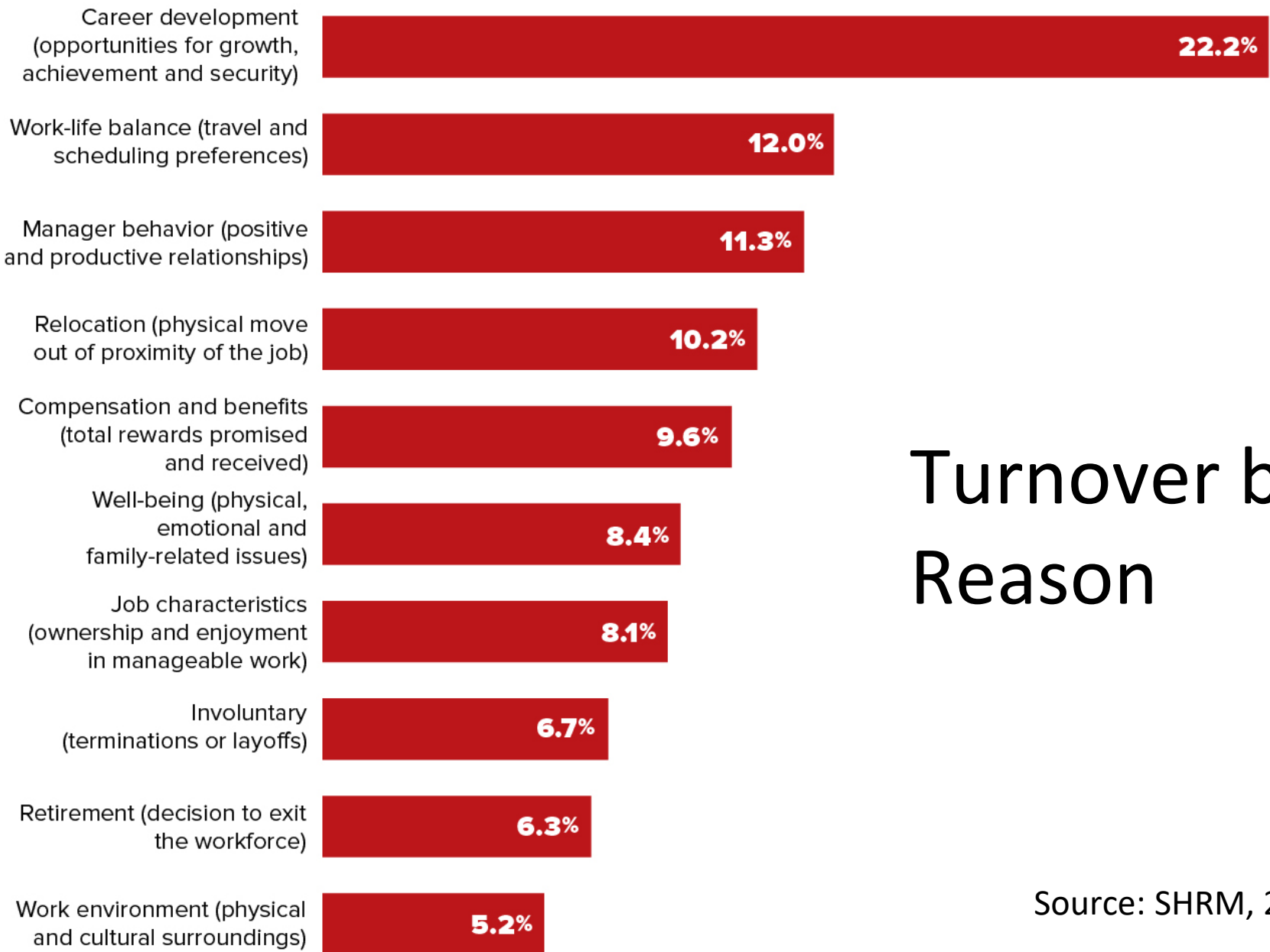
Recent U.S. Supreme Court Decisions Impacting Equal Employment

*Same sex marriage became legal
- June 26, 2015

*LGBTQ are a protected category under the Civil
Rights Act of 1964 - June 15, 2020

Diversity, Equity & Inclusion

Why Should An
Organization Care about
Diversity, Equity and
Inclusion?



Turnover by Reason

Source: SHRM, 2020

Recruitment and Selection

Diversity, Equity and Inclusion Best Practices:

1. Start with an accurate Job Description
2. “Know Your Numbers”, both internally and externally
3. “Cast a Wide Net” Mentality
4. Targeted Recruitment
5. Tell (and show) your Diversity Story

Internal Process

Diversity and Inclusion Considerations:

- Internal “bench strength”
- Leadership Development Programs
- Individual Development Programs (IDP’s)
- Employee Resource Groups (ERG’s)
- Process Alignment

External Process

Diversity and Inclusion Considerations:

- Diversity Goals
- Where the candidates are at:
 - College Recruitment
 - Affiliation Groups
 - Professional Associations
 - Employee Referrals/ERG's
 - Social Media

Onboarding

Onboarding new hires at an organization should be a strategic process that lasts at least one year, staffing and HR experts say, because how employers handle the first few days and months of a new employee's experience is crucial to ensuring high retention.

- Society for Human Resource Management

Onboarding Components

- Orientation
- Readiness
- Assimilation
- Development

Onboarding - Orientation

Diversity and Inclusion Best Practices:

- “Feel Good” Introduction to the Company
- Establishes/reinforces organizational culture
- Provides history, mission, purpose for new hires

Onboarding - Readiness

Diversity and Inclusion Best Practices:

Managers/team are “ready” for the new hire:

- Team Introductions
- Company Tour (i.e. breakrooms, restrooms, etc.)
- Systems, equipment, etc.
- Training plan in place

Onboarding - Assimilation

Diversity and Inclusion Best Practices:

- Assigning a mentor/employee ambassador (also referred to as a “buddy”)
- Soliciting feedback, ideas, new perspectives
- Cross training, career pathing, developmental/engagement projects and opportunities
- On going coaching and reviews

Training & Development

Diversity and Inclusion Best Practices:

- Soliciting feedback, ideas, new perspectives
 - *Cross training, career pathing, developmental/engagement projects and opportunities
 - On going coaching and reviews
 - Individual Development Plans (formal or informal)
- *It is very important to ensure that T&D opportunities are also applied on an “equal employment” basis**

Performance Management

Diversity and Inclusion Best Practices:

- Have clear goals and expectations
- Consider addressing both the “what” and “how” of performance by incorporating Core Values, Mission, Vision, etc.
- “Know Your Numbers” and follow up as needed

Compensation & Benefits

Diversity and Inclusion Best Practices:

- Consider a “No Salary History” policy
- Regular review of pay/potential pay discrepancies
- Analysis of performance evaluation scores/merit increases
 - Flexible Time Off/Work-Life Balance/Flexible Holidays Policies

Diversity, Equity & Inclusion

Q & A?

Intentional Diversity, Equity & Inclusion - Resources

General:

https://www.americanbar.org/groups/gpsolo/publications/gp_solo/2019/july-august/unconscious-bias-implicit-bias-microaggressions-what-can-we-do-about-them/

<https://www.forbes.com/sites/kimelsesser/2019/01/28/is-this-the-answer-to-diversity-and-inclusion/#1e74977523f6>

https://www.mckinsey.com/~media/mckinsey/business%20functions/organization/our%20sights/delivering%20through%20diversity/delivering-through-diversity_full-report.ashx

Recruitment & Selection:

<https://www.forbes.com/sites/forbescoachescouncil/2017/08/29/want-diversity-15-recruiting-tactics-to-attract-a-wider-range-of-candidates/#38d1de372144>

<https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/five-steps-improve-diversity-recruiting.aspx><https://www.small-improvements.com/blog/performance-management-diversity-and-inclusion/>

Intentional Diversity, Equity & Inclusion - Resources

Orientation/Training & Development/IDP's:

<https://wavelength.asana.com/inclusive-onboarding-experience/>

<https://innovationmanagement.se/2019/05/02/diversity-and-development-go-hand-in-hand/>

<https://www.template.net/business/word-templates/individual-development-plan-template/>

<https://www.compasspoint.org/follow-up-resource/professional-development>

Performance Mangement:

<https://www.small-improvements.com/blog/performance-management-diversity-and-inclusion/>

Compensation/Benefits:

<https://www.hrdiver.com/news/salary-history-ban-states-list/516662/>

<https://reverbpeople.com/blog/inclusive-holiday-policies-offer-the-flexibility-employees-are-looking-for/>



A private, non-profit institution founded in 1966, Bellevue University is accredited by the Higher Learning Commission through the U.S. Department of Education. For general information, please call 800.756.7920.