



Diversity & Inclusion Strategy Conclave

The Diversity Strategy Conclave Builds the Strategy and Outlines the Implementation Plan




What is a Diversity Strategy Conclave?

- A strategy session focused on outlining the strategic direction for D&I at XYZ
- Based on The FutureWork Institute's Diversity Change Management Process
- Attended by executives
- Facilitated by FWI consultants

What is the goal of the Conclave?

- To build the plan and strategy for our D&I initiative by:
 - Developing a strategy document for diversity at high levels that can be “owned” by senior leadership
 - Presenting best practice examples and cases throughout the session as a guide to formulating the strategy
 - Building the plan “live” on computer projection throughout the process





The Collection of Internal And External Data Enables Participants To Customize a Strategy



What leads to a successful session?

The FutureWork Institute

- Prepares a presentation which outlines the process for the day and contains a framework for the diversity strategy and best practices for each of the steps in the process
- Reviews XYZ materials on the direction of the organization and the progress of the diversity initiative

XYZ Organization

- Providing FWI the background material on the direction of the organization and progress of the D&I initiative
- Bringing materials (where applicable) to the meeting related to XYZ
 - D&I definition and business rationale
 - Objectives of the D&I effort
 - Current activities related to leadership, communication and involvement, education and training and measurement/accountability
 - Integration with HR and business processes
- Bringing ideas and creativity to the meeting

Objectives of the Session

- ***Set the Change Agenda:*** Envision the **diverse and inclusive work environment** 10 years from now at XYZ and commit to three things that have to change to reach that state
- ***Understand the Business Rationale:*** Agree on the business rationale for diversity work at XYZ
- ***Assess Organization Culture:*** Identify the helping and hindering factors for making progress on diversity and inclusion at XYZ
- ***Commit to Change Priorities:*** Based on the steps above, choose the vital few (3-4) priorities for our diversity and inclusion efforts
- ***Develop a Plan of Action:*** Develop a plan to support these priorities, focusing on the things that will help the change take place in the organization

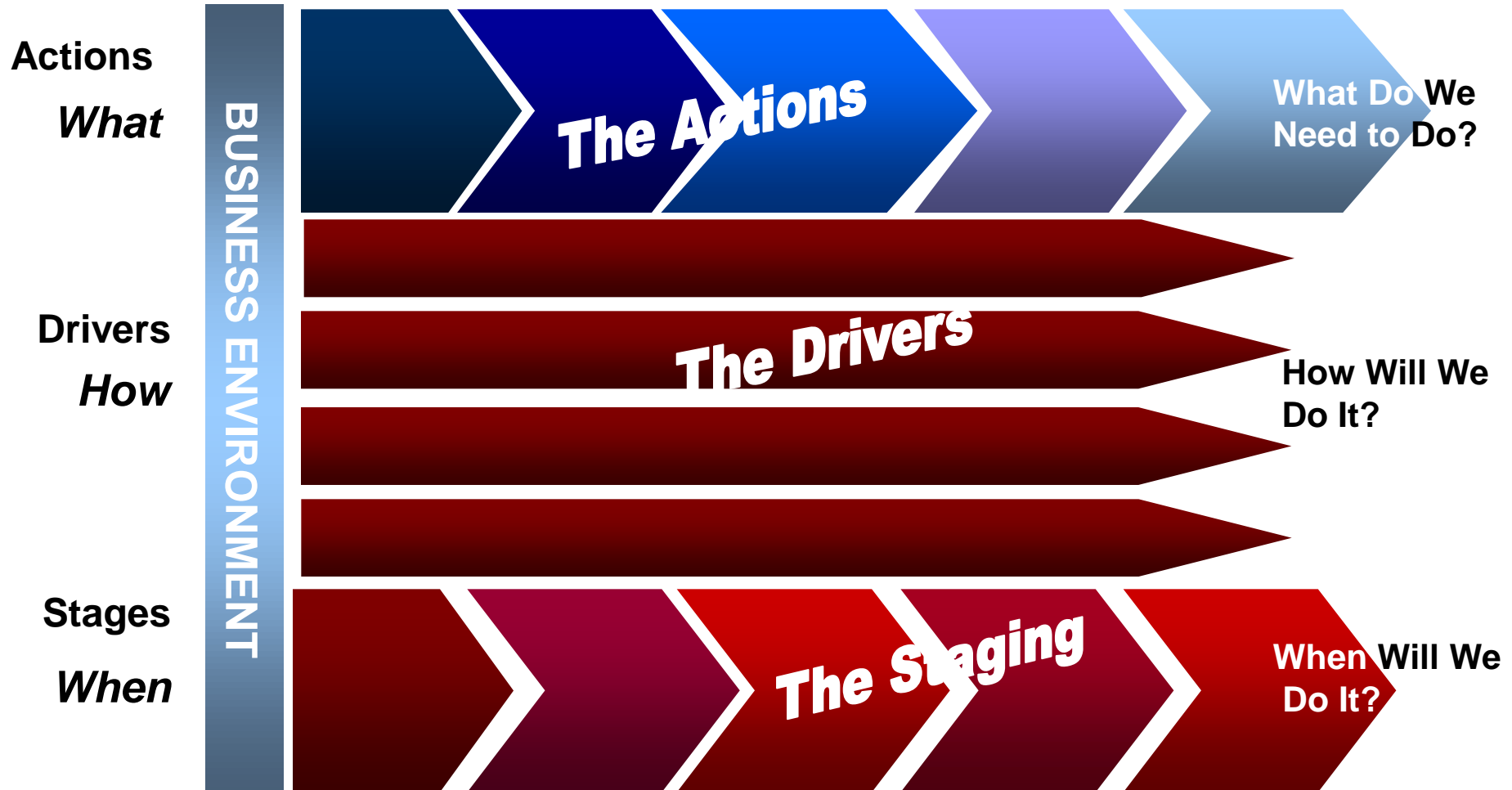


Sample Agenda

- 1** *Introductory Overview and Cultural Introductions*
- 2** *Vision 2024: What Needs to Change?*
- 3** *Agreeing on Our Business Rationale for Diversity Work*
- 4** *Highlights of Organizational Assessment and Interactive Theater*
- 5** *Identifying the Helping and Hindering Factors for Our Strategy*
- 6** *Best Practices and Determining Our Top Three Priorities*
- 7** *Creating an Action Plan and Next Steps*



The Session Is Built on What Best Practice Organizations Do to Make Diversity Work





This Approach Highlights the “Actions” That Determine What Has to Change. . .



The “What” of Change



“Why do we need to change?”

“What are our business rationale/ objectives for doing diversity work?”

“Do we have an inclusive culture where each person feels he/she can succeed?”

“What are our priorities and who will do what?”

“How can we integrate our diversity efforts with our people processes?”



...The “Drivers” Which Can Make the Diversity Change Process Take Root...



The “How” of Change

The four diversity change drivers include:

Leadership

Communication and Involvement

Education and Training

Measurement and Accountability



...And the “Staging” Which Sequences the Steps in the Diversity Change Process



The “When” of Change



***Set the direction
Create the desire and will to change***

Communicate and build confidence

Secure wide-spread shift in behavior

Underpin with change in structure and people processes

Strive for continuous performance improvement





End Product of Session



- *What is the end product?*
- **A single voice around the goals and approaches to diversity and inclusion at XYZ**
- **An action plan for next steps in XYZ's diversity and inclusion journey**
- **Leaders who have a greater understanding of the business value of diversity and inclusion**

