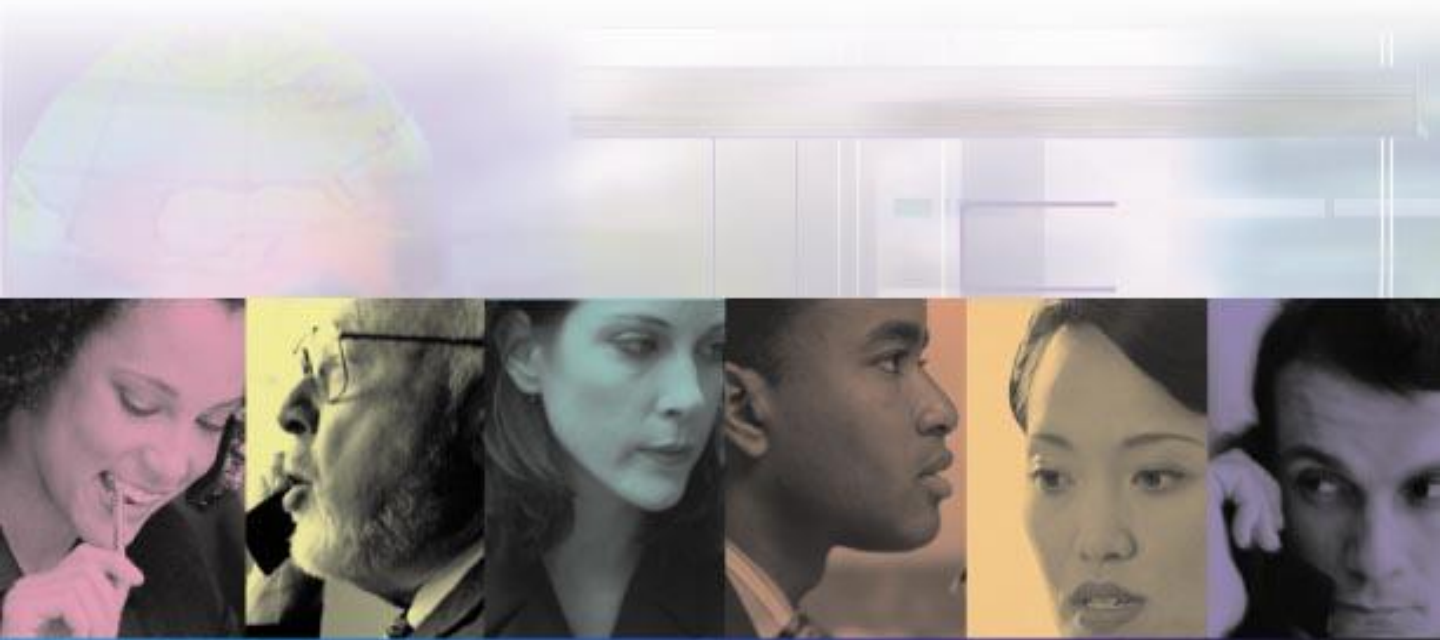




# Voices of Diversity



The FutureWork Institute

# Voices of Inclusion

## Do You Hear Me?

### Voices of Diversity

- ❑ Participants observe a panel dialogue focusing on the issues created by differences in the workforce. Panel representatives include perspectives from representatives of different groups within the organization, e.g., the African-American, Asian, Hispanic, LGBT, People with Disabilities and other communities.
- ❑ Employees and facilitators share real-life stories about their experience at work and the “Masks” they all have to wear to acculturate. Panelists bring to light the effects of feeling like an “outsider” at work and give specific organizational examples of situations when they felt they needed to wear a “Mask” to fit into the work culture.
- ❑ Participants also have the opportunity to engage in large group discussions with panel members and small group dialogues with representatives of one group. They can also test their own behaviors by taking a “D&I Moments of Truth” Assessment.
- ❑ Panelists are asked to share their expectations and concerns as they relate to their experience at work and what they hope for from their leaders. Participants deepen their understanding of the issues faced by diverse groups within the organization and learn what these different groups expect in leadership behavior.

# Dialogues on Dimensions of Diversity

## Dialogues on Dimensions of Diversity

- ❑ Participants define diversity and the various dimensions that make up the primary secondary and organizational aspects of diversity. Each participant shares their top three identifiers with small groups and then shares their primary identifier with the larger group. They also learn to distinguish between Affirmative Action, Valuing Differences and Managing Diversity/Inclusion.
- ❑ The session encourages dialogue on dimensions of diversity that are important to each individual and the support needed/provided from their work team and company
- ❑ An interactive card game is used to identify each participant's primary thinking style. The four styles are based on Hermann Brain Dynamics and are used to help participants learn to identify, value and work with other thinking styles and then apply these insights back in the workplace.
- ❑ Finally, participants are given strategies for managing diversity in the workplace and marketplace.