



# Speaker Series III: Building an Inclusive Workplace December 6, 2018

## **PIPELINE PROGRAM**

INDUSTRY-BASED. EMPLOYER-DRIVEN. DUAL-TRAINING EXPERIENCE.

Big Change  
*with* small acts of inclusion





Cecilia Stanton Adams, CEO

Agenda

WHAT WE KNOW

THE  
IMPACT OF  
*DIVERSITY*  
WITHOUT  
*INCLUSION*

SMALL ACTS  
OF INCLUSION  
FOR BIG  
CHANGE

# WHAT WE KNOW ABOUT TODAY'S WORKFORCE

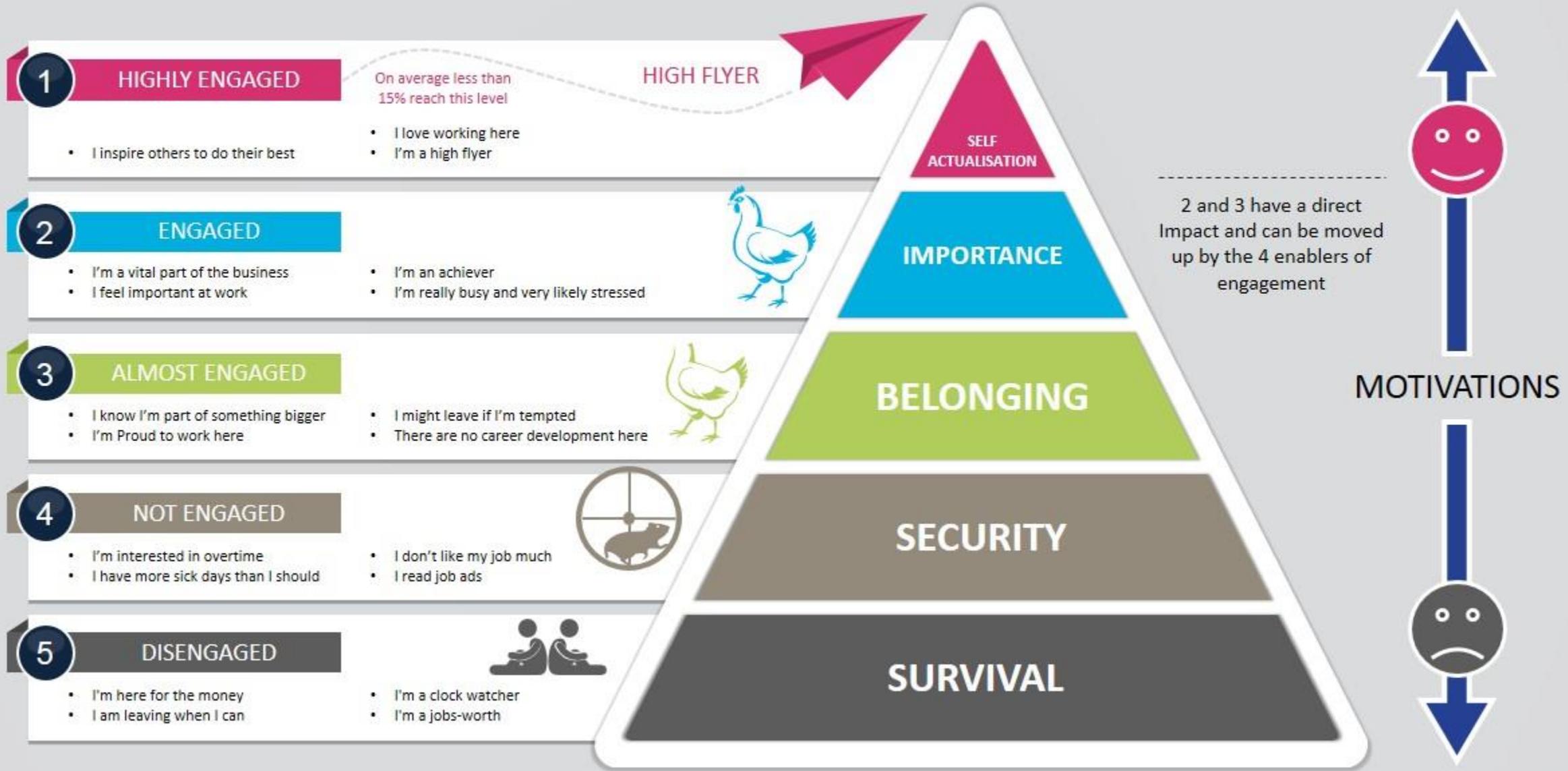
- Roughly 10,000 Baby Boomers will turn 65 today, and about 10,000 more will cross that threshold every day for the next 19 years (Pew Research 2010)
- Millennials are the most diverse generation in American history, with Hispanic, African-American, Asian and two or more race (multiracial)
- Nearly one in five Americans (19%) will be foreign born by 2050 (Pew Research)
- The U.S. population will become “majority minority” in 2044 (Brookings Institute)



# WHAT WORKPLACES MISS ABOUT TODAY'S WORKFORCE

- According to surveys, more than 40% of lesbian, gay, and bisexual people and almost 90% of transgender people have experienced employment discrimination, harassment or mistreatment (Glaad)
- Unemployment for workers with disabilities still haven't seen pre-recession employment levels. (U.S. Bureau of Labor Statistics)
- While women graduate college at higher levels a recent report shows that of over 14,000 US-based startups, only 15% had a female founder.

# MASLOW'S HIERARCHY OF EMPLOYEE ENGAGEMENT





1. I CAN TELL WHEN AN EMPLOYEE IS DISENGAGED
2. FITTING IN IS AN IMPORTANT PART OF BEING ENGAGED
3. ENGAGED EMPLOYEES ARE SELF-MOTIVATED
4. ENGAGED EMPLOYEES DO WHAT IT TAKES TO LEARN THE UNWRITTEN RULES
5. DIVERSITY CAN IMPACT AN EMPLOYEES ENGAGEMENT

# An Inclusive Environment...

*Is ESSENTIAL TO:*

- ATTRACTING, DEVELOPING & RETAINING THE BEST TALENT AVAILABLE
- SERVING A DIVERSE COMMUNITY AND MARKETPLACE
- MAXIMIZING CREATIVE AND INNOVATIVE IDEAS





THE IMPACT OF  
DIVERSITY  
WITHOUT  
INCLUSION

WHAT WE  
KNOW ABOUT  
TODAY'S  
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SMALL ACTS  
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# THE IMPACT OF DIVERSITY WITHOUT INCLUSION



## Memories of Difference

**Think back to your first memory of feeling different.**

**If you can't think of one, think of a time when you witnessed someone being treated as "different"**

# What it means to be different...

- Turn to your neighbor and share your memory of difference.
- After sharing, identify any theme? What do your memories of difference tell you about what it means to be different?

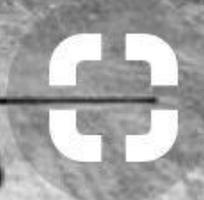








Furman S. Baldwin  
EDITION TUSHITA





## *Different:*

1. Not the same as another or each other; unlike in nature, form, or quality.
2. Distinct; separate.

A woman with long dark hair, wearing a dark blazer, is smiling and holding a large white sign in front of her. The sign contains the text: "Diversity ignites creativity, problem solving and innovation." The background is a plain, light-colored wall.

Diversity ignites creativity,  
problem solving and innovation.

Scenario: You have been offered your dream job in another state and your new employer is willing to pay all of your relocation costs. What would you need in order to relocate and stay in a different state?



# KEY THEMES of why people of color leave jobs...

1. Culturally-Specific Amenities
2. Connection
3. Representation
4. Bias & Discrimination
5. Professional Advancement
6. Diversity & Inclusion Efforts in the Workplace



# Hot Buttons (micro-aggressions)

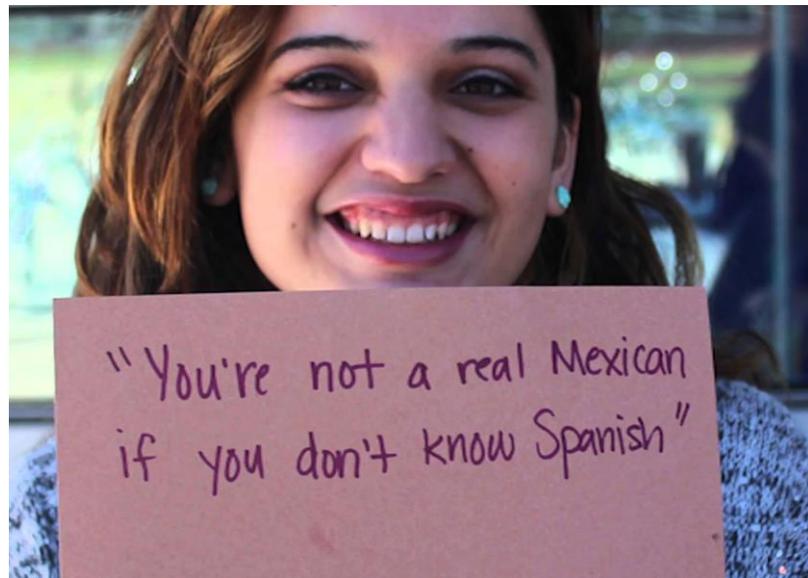


**Subtle, semi-conscious, devaluing messages that can lead to the “inequities” in our work relationships.**



You're Really  
Pretty...  
FOR A DARK  
SKIN GIRL





But you  
ALL  
look alike."

# Micro-Triggers



- Describe a micro-trigger you have experienced or witnessed?
- What was the impact?
- How might you respond if this were to happen in the future?



Think of a time when someone made you feel welcomed, heard or validated...

.....What's one word that describes the impact that person had on you?



If you're ex-military, I'm very proud of you already.

# Habits for Breaking Biases

## Micro-Triggers

subtle slights and snubs  
that devalue an  
employee

## Micro-Affirmations

Small intentional acts  
that occur whenever  
people want others to  
succeed



SMALL ACTS OF  
INCLUSION FOR  
BIG CHANGE

THE IMPACT OF  
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WHAT WE KNOW

# Small Acts of Inclusion (Individuals)



- Having lunch with someone different from you
- Coaching someone culturally different
- Mentoring someone outside your comfort zone
- Thinking outside the box
- Honestly evaluating your commitment to inclusion**
- Noticing diversity in everything you do with others
- Sending notes of thanks to managers and leaders who are visible examples of inclusion
- Seeking to understand your social network differences
- Sharing a professional learning experience
- Coaching a new skill
- Learning a new skill every week; and passing it on
- Clarifying your career plan, then helping others clarify theirs**
- Helping others with career planning
- Helping others adopt a mind-set of 100% responsibility and accountability
- Sharing a personal learning experience
- Discouraging gossip
- Listening to a personal problem without giving advice**
- Thanking someone for his/her support
- Doing something kind for someone with whom you work
- Forgiving someone who was unkind to you
- Creating a “space” between experience and anger
- Being sensitive to the cultural nuances of others
- Learning from the shortcomings of others—they may be a mirror
- Making every interaction “a small act of Inclusion”**

# Inclusive Leadership Practices



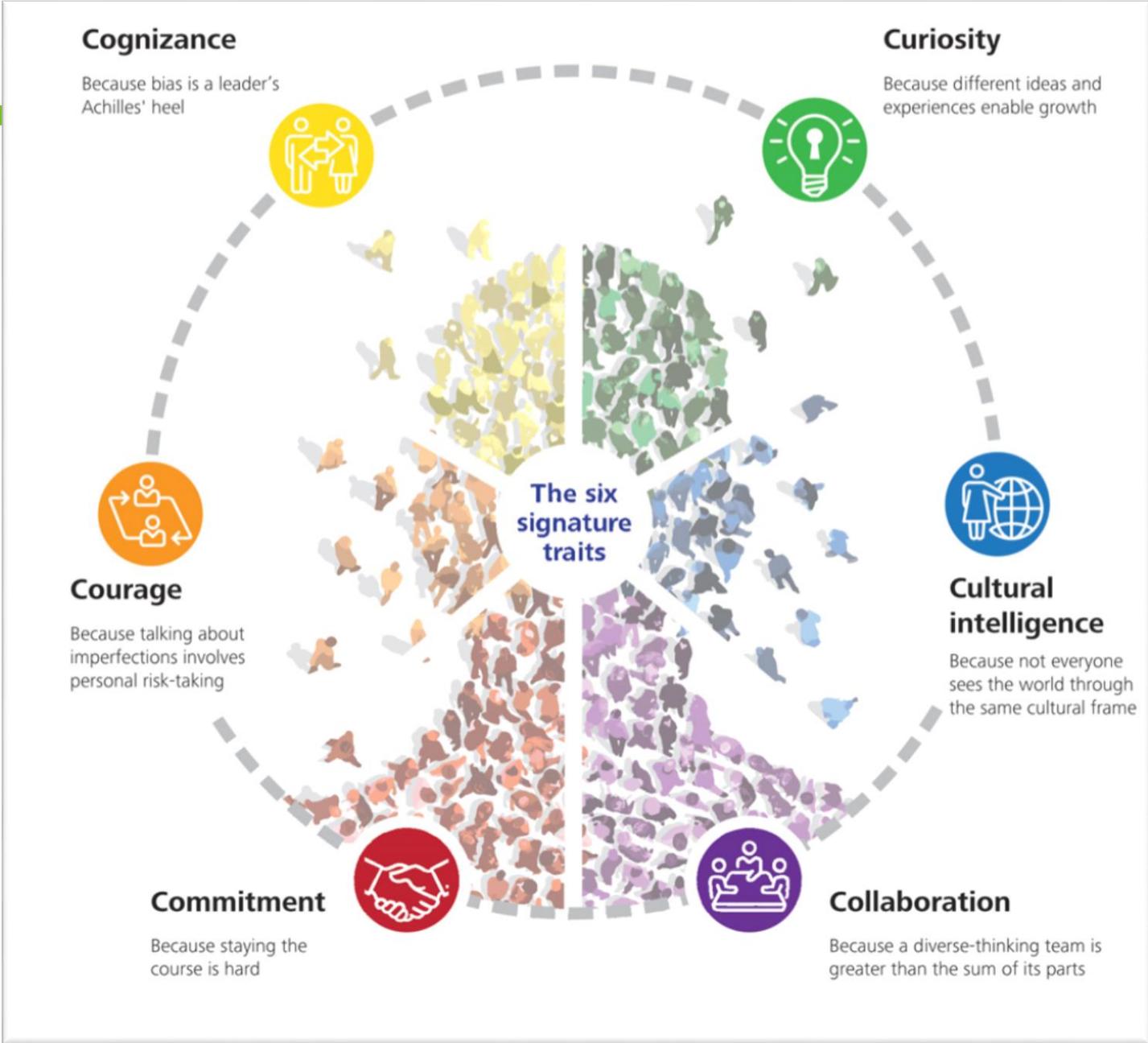
- I champion someone with high potential who is from a group currently under-represented in leadership
- I challenge others if their behavior or actions do not support inclusion.
- I am clear on how inclusion and diversity can help meet my own and the wider organization's goals.

# Small Acts of Inclusion (Teams)

- Ask for initial input on a project via a shared document rather than in a group meeting
- If a group meeting is the best way to collaborate, set aside a few minutes for all participants to put their ideas on post-it notes and have each participant stand up and put their ideas on a board, grouping them as they go
- Be clear about how decisions will be made and don't make decisions 'offline' with a select few team members



# Small Acts of Inclusion (Leaders)

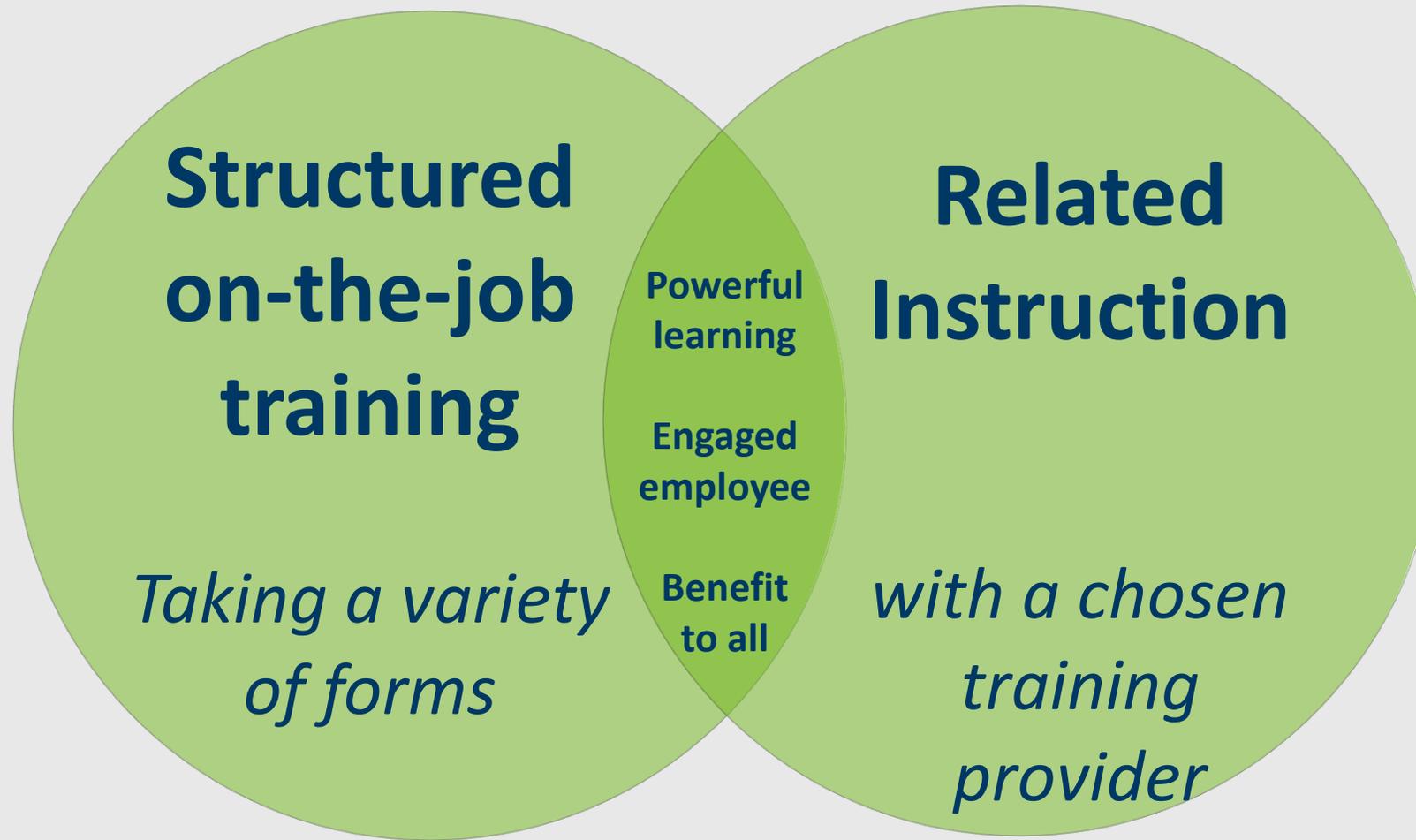




# Links to Videos

- *Diversity ignites creativity:* <https://youtu.be/2g88Ju6nkcg>
- *What Dark-Skinned People will never tell you:*  
<https://www.youtube.com/watch?v=76X4JvjpXug&feature=youtu.be>
- *If you're ex-military, I'm very proud of you already:*  
<https://www.youtube.com/watch?v=yyDUOw-BIM&feature=youtu.be>
- *Movie theater experiment video:* [https://youtu.be/j96dr\\_QpPxY](https://youtu.be/j96dr_QpPxY)

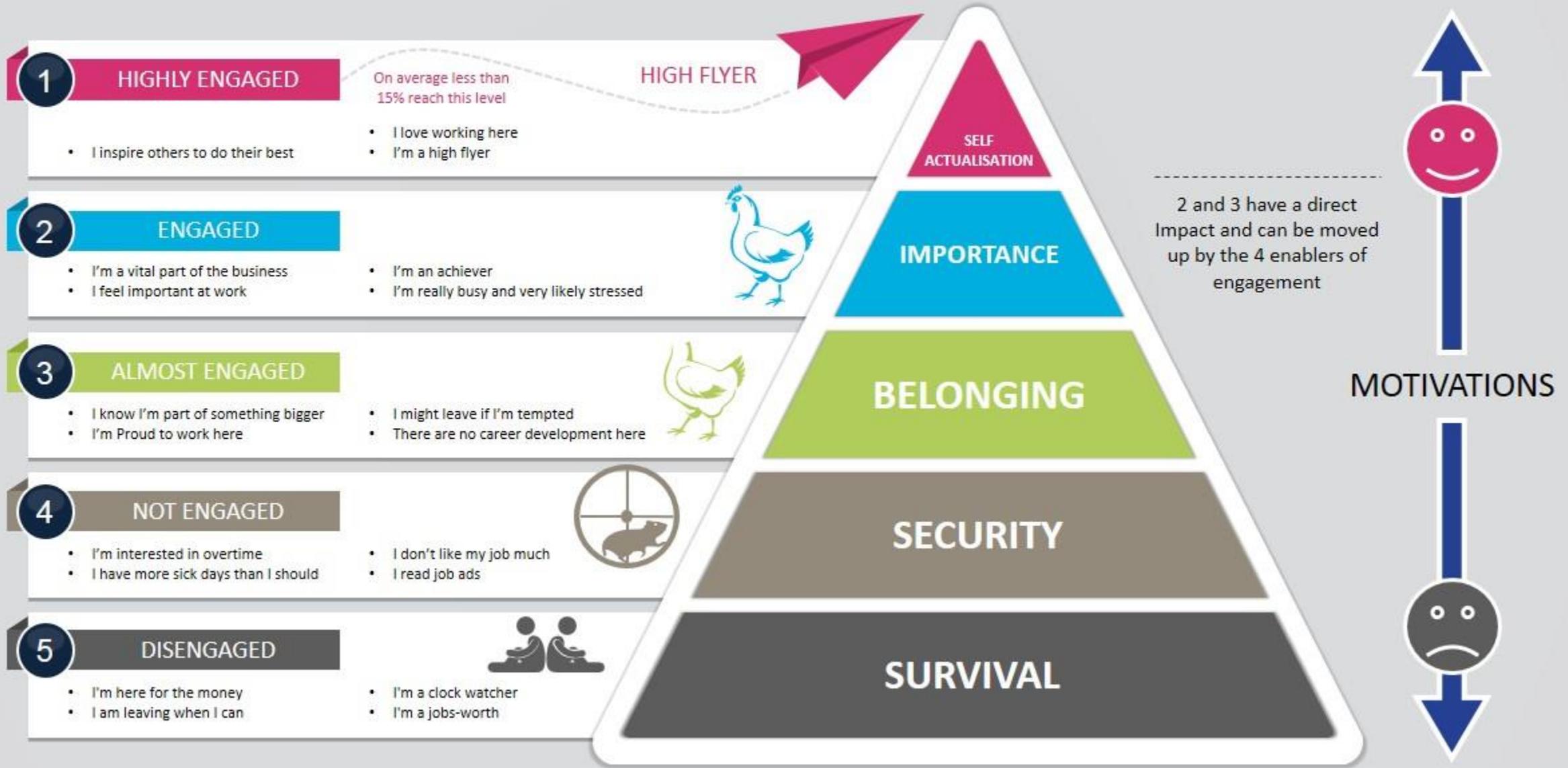
# Tying it all back to Employment-Based Training



# Dual training can be a powerful tool

- **On-the-job training is a golden opportunity to make connections**
  - Co-worker to co-worker
  - Employee to supervisor
- **Offering opportunities for related instruction to all team members**
  - In most cases, this is an opportunity to be inclusive of all team members
- **Or making the expectations for eligibility for additional training very clear**
  - This can help every employee better articulate his/her career goals.

# MASLOW'S HIERARCHY OF EMPLOYEE ENGAGEMENT



# Small Acts of Inclusion

- Coaching people who have different experiences
- Mentoring
- Sharing a professional learning experience
- Coaching a new skill
- Learning a new skill every week, and passing it on
- Helping others with career planning
- Learning from the shortcomings of others – they may be a mirror

# PIPELINE Coming Events: Save the Date!

## PIPELINE Speaker Series:

- Thursday, March 7<sup>th</sup>, 2019, details TBD.
- Thursday, May 16<sup>th</sup>, 2019, details TBD.

## Industry Council Meetings (with remote call-in option):

- Monday, February 20<sup>th</sup>, 10:00 – 12:00      **Advanced Manufacturing**
- Monday, February 20<sup>th</sup>, 2:00 – 4:00      **Agriculture**
- Tuesday, February 21<sup>st</sup>, 10:00 – 12:00      **Health Care Services**
- Tuesday, February 21<sup>st</sup>, 2:00 – 4:00      **Information Technology**

# Thank You!

*Help give us ideas for the next Speaker Series!*



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