

DIVERSITY & INCLUSION APPROACHES INSIGHT AND IMPACT WORKSHEET

The purpose of this activity is to help you gain insight into the impact of the similarities and differences between your personal approach to D&I and your organisation's approach to D&I and to determine how those differences or similarities might guide your actions.

STEP 1: ASSESSMENT. Rank order each list below – with 1 being the least and 5 the most (use all numbers 1, 2, 3, 4, 5). These approaches are from the Global D&I Benchmarks: Standards for Organizations Around the World, a free resource available at <http://diversitycollegium.org/globalbenchmarks.php>. The two authors and 95 Expert Panelists used a consensus-based research model to come to agreement.

COMPETENCE	IMPROVING SKILLS, KNOWLEDGE, AND ABILITY <i>Terms sometimes used when describing this approach:</i> Awareness, Bias Reduction, Cultural Competence, D&I Skills Training, Effective Behaviours, Multicultural Education, Valuing Difference
COMPLIANCE	COMPLYING WITH LAWS AND REGULATIONS <i>Terms sometimes used when describing this approach:</i> Affirmative Action, Employment Equity, Human Rights, Legal, Pay Equity, Representation/Targets/Quotas
DIGNITY	AFFIRMING THE VALUE AND INTERCONNECTEDNESS OF EVERY PERSON <i>Terms sometimes used when describing this approach:</i> Compassion, Faith, Generosity, Interconnection, Love, Mindfulness, Right-Thing-To-Do, Spirituality, Unity, Values
ORGANIZATION DEVELOPMENT	IMPROVING ORGANIZATIONAL PERFORMANCE <i>Terms sometimes used when describing this approach:</i> Business Imperative, Change Management, Competitive Advantage, Employer of Choice, Human Capital Utilization, Innovation, Organizational Effectiveness, Organizational Systems, ROI, Talent Management
SOCIAL JUSTICE	TREATING PEOPLE EQUITABLY AND ETHICALLY <i>Terms sometimes used when describing this approach:</i> Community Responsibility, Economic Empowerment, Ethics, Fairness, Human Rights, Income Inequality, Overcoming/Dismantling Oppression, Social Cohesion, Social Responsibility

Your Personal Approach to D&I

Think of these items as your passion, approach, values, area of study, or similar term. Indicate which one of the following 5 is most to least important to you. Rank 1 for the least and 5 for the most with 2, 3, 4 in between.

Competence	
Compliance	
Dignity	
Organization Development	
Social Justice	

Your Organisation's Approach to D&I

Think of these items as the approaches your organisation uses – its mission, strategy or tactics based on outcomes, values, or measures. Indicate which of the following 5 is most to least important to your organization. Rank 1 for the least and 5 for the most with 2, 3, 4 in between.

Competence	
Compliance	
Dignity	
Organization Development	
Social Justice	

STEP 2: REFLECTION QUESTIONS

1. Compare the two lists. What does the similarity or difference mean regarding your "fit" with D&I work in your organisation?
2. How does the similarity or difference impact your effectiveness in your organisation? Think about your ability to influence and/or implement what your leadership requires.
3. Consider if your organisation's priorities match its actions. For example, an organisation may be seen to prioritize Compliance, by policy, yet employee attitudes and actions seem to prioritize Social Justice.
4. How can you use this insight to be more influential/effective in your organisation?
5. How does this insight impact your personal feeling and energy as you do D&I work?

STEP 3: DISCUSSION. Use the questions above to discuss with your colleagues. *Use the reverse side for notes, if you like.*