

GOING BEYOND THE STATEMENT



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S.P.A.R.K. NORMS




- **Safe Space to Brave Space**
- **Prepare for Dialogue**
- **Authentic Expression**
- **Responding, Not Reacting**
- **Keep Going!**

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REFLECTION



“Our organization is committed to creating an inclusive and diverse workplace where each individual feels valued and respected. We believe that diversity in all of its forms enables our best innovation and achievements. Our goal is to ensure an environment where everyone is empowered to reach their full potential and has the opportunity to succeed regardless of their background.”

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DISCUSSION



What makes it challenging to follow-through on DEI statements and commitments?

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BEYOND THE STATEMENT



- Who benefits from the outcomes?
- Maintain flexibility
- Implement norms to address conflict
- Count the cost
- Develop plans to continue education

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DEI SPECTRUM



DEI Component	Not Yet Started	Ready to Start	Launched	Well on the Way	Exemplary or Leading
DEI Vision Commitment Leadership	→				
Policies Infrastructure Training	→				
Diversity Data Community	→				
Decisions Accountability Inclusion	→				

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SCENARIO



Your organization hired a Director of DEI last year in order to address a growing need to manage internal conflict and public criticism. So far, the position has only been able to advocate for a few cultural holidays to be added to the company calendar and host one workshop on the topic of inclusion. A number of colleagues have voiced their concerns that not enough is being done to address the “real issues,” while others are very upset about how “overly sensitive” the company culture is becoming.

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CLOSURE



- **WHAT:** What is something I learned during this workshop?
- **SO WHAT:** Why is this topic important for my workplace?
- **NOW WHAT:** What is something I commit to doing based on this workshop?

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STAY IN TOUCH



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