



ALASKA SHRM STATE COUNCIL



# Respect in a Disrespectful World

*When Melting Pots Burn*

Presented by Heather Kinzie for Alaska SHRM State Council

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# Respect in a Disrespectful World

*When Melting Pots Burn*

*Presented for*

*AK SHRM State Council*



# Objectives

*This webinar will offer the participants:*

- ✧ Clearer understanding about diversity, inclusion and cultural pluralism;
- ✧ Identification of the benefits of a diverse and inclusionary workforce;
- ✧ Identification and appreciation of activities and behaviors that promote and/or diminish a diverse and inclusionary workforce, and subsequent culture; and
- ✧ Clearer understanding of their roles as human resource professionals and leaders to model, lead and promote a diverse and inclusionary workforce and culture.

**Diversity = Representation**



# Diversity





# Melting Pot

*(Ok, melting  
skillet...don't judge)*

**YAY!**  
*We are  
diverse!*





**Work Culture...**  
*is a reflection of your  
programs and practices*

If the programs and practices appear to be, or are perceived as controlling, dominant, exclusive, or discriminatory, things could become a bit uncomfortable.



**Hmm**

*We are a  
melting pot.*



Assimilation is when everyone is expected to conform or give up their uniqueness, or when being unique or different is frowned upon.





Assimilation, as you can imagine, can be painful or confusing.





**Diversity**  **Inclusion**



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**Appreciation  
Participation  
Collaboration**



**Inclusion**



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# Benefits of a Diverse/Inclusive Workforce

- ✧ Increase in perspective
- ✧ Increase in creativity and/or innovation
- ✧ Increase in productivity
- ✧ Increase in labor pool
- ✧ Increase in relevance/alignment with market
- ✧ Positive branding
- ✧ Increased skillset



# Truth is...

☞ Diversity and inclusion in the workplace are good things.

☞ But yet, a gap persists.



# Food



# Melting Pot



# Salad Bowl





**Work Culture...**

*is a reflection of your  
programs and practices*

Cultural Pluralism  
is when everyone  
is appreciated for  
their uniqueness.



Cultural Pluralism  
is when everyone  
is appreciated for  
their uniqueness.



The work culture  
is simply the  
seasoning.

# Programs

- ✔ Recruitment and selection initiatives or commitments
- ✔ Pay protocols/rules
- ✔ Non-discrimination policies
- ✔ Workforce/workplace policies
- ✔ Customer/member policies
- ✔ Committee/task force/team demographics



# Programs

*without*

# Practices

- ✧ Recruitment and selection initiatives or commitments
- ✧ Pay protocols/rules
- ✧ Non-discrimination policies
- ✧ Workforce/workplace policies
- ✧ Customer/Member policies
- ✧ Committee/task force/team demographics

*I have to hire you...*

*You got here, but prove yourself...*

*But \_\_\_ should be grateful...*

*Conform!*

*You shouldn't wear that...*

*Those people...*

*He's young...what does he know?*

*Good Lord, does this mean we have to...*



# Programs *without* Practices



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# Programs

*with*

# Practices

- ✧ Recruitment and selection initiatives or commitments
- ✧ Pay protocols/rules
- ✧ Non-discrimination policies
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- ✧ Customer/Member policies
- ✧ Committee/task force/team demographics

*I am honored you have joined us.  
Your experience speaks for itself.*

*...adds value and is worth \_\_\_\_\_.*

*Differences are good or interesting.*

*Let's find a compromise.*

*We've got you covered.*

*That's a good perspective.*

*We are better and stronger together  
because \_\_\_\_\_.*



# Programs *with* Practices



# Homework

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What are some of your diversity programs or initiatives?  
Are they making an impact?

How are those programs impacting inclusion?  
How might your actual practices be improved?

What might be burning? 😊  
In what ways might you be inadvertently forcing *assimilation*?

In what ways could you better enable cultural pluralism?  
How might you better ensure that people feel appreciated?



Recipe: **Diverse and Inclusive Workplace**

From the kitchen of: **You (an HR Professional who cares)**

Ingredients:

Individual X

Individual Y

Individual Z

Individual A

Individual B

Individual C

Directions:

Put the ingredients together on a team and mix.

Mix some more – see which ones work well and which ones don't.

Don't force assimilation; let the individuals' unique qualities shine.

Be patient when they don't go well together – it takes time.

Cultural pluralism will come once you have inclusionary mindsets.

Programs without the proper practices are rarely worthwhile.

Don't try to execute too many programs; it's overwhelming.

Start with yourself, then work outward.

# Heather Kinzie

## *Chief Operating Officer, The Strive Group*

- ✧ Business Sustainability and Improvement
- ✧ Strategic Management and Planning
- ✧ Recruitment
- ✧ Workforce and Leadership Development
- ✧ Facilitation
- ✧ Process Analysis and Improvement
- ✧ Think Tanks and Collaborative Events
- ✧ Writing and Public Speaking



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***Respect in a Disrespectful World:  
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*Heather Kinzie*

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