



Respect in a Disrespectful World

When Melting Pots Burn

Presented by Heather Kinzie for Alaska SHRM State Council

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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

















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



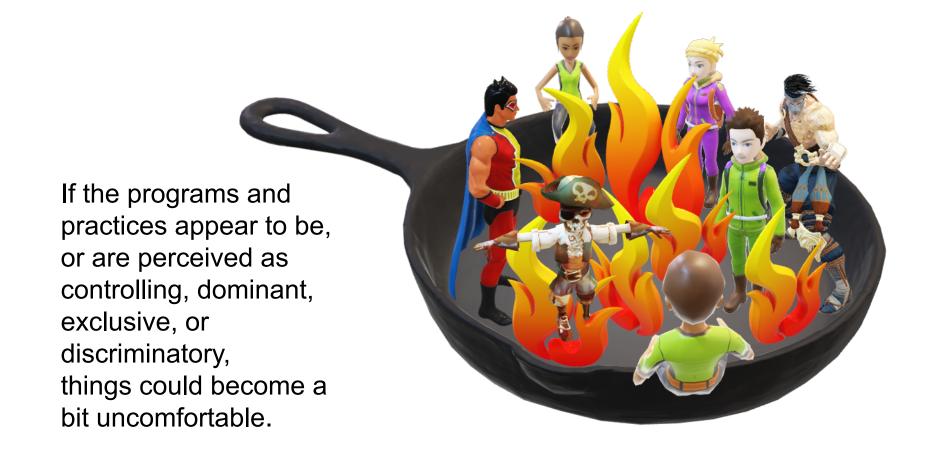






Work Culture... is a reflection of your programs and practices



















Diversity Inclusion





@HeatherKinzie

@AKStateCouncil

#WhenMeltingPotsBurn









Appreciation Participation Collaboration



Inclusion









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.

TBut yet, a gap persists.



Food



Melting Pot

Salad Bowl









Work Culture...

is a reflection of your programs and practices

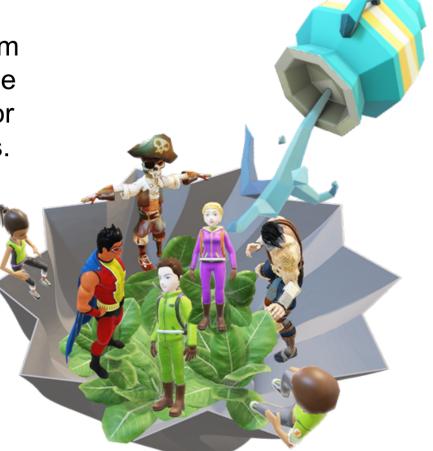


Cultural Pluralism is when everyone is appreciated for their uniqueness.





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

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

Practices

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

with

Practices

Recruitment and selection initiatives or commitments

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

Pay protocols/rules

...adds value and is worth _____.

Non-discrimination policies

Differences are good or interesting.

Workforce/workplace policies

Let's find a compromise.

Customer/Member policies

We've got you covered.

Committee/task force/team demographics

That's a good perspective.

We are better and stronger together because _____.



Programs with Practices





Homework

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?



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



907.2STRIVE thestrivegroup.com Heather.Kinzie@TheStriveGroup.com

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Contact Information for Presenter:

Heather Kinzie

907.2STRIVE

thestrivegroup.com

Heather.Kinzie@TheStriveGroup.com

