

Furthering the Discussion: Diversity, Equity and Inclusion

Spring 2021 Breakout Discussion

SESSION FORMAT

Set Up and Facilitation

- **Russell McClain**, Owner and Principal, IncludEquity, LLC, Diversity Consulting; Associate Dean for Diversity and Inclusion, University of Maryland Francis King Carey School of Law

DEI in Motion: Organization Updates and Perspectives

- **Sharon Siskie**, Senior Vice President, Commercial Strategy, Disney Signature Experiences, Disney Signature
- **Cara Frank**, Chief of Staff, Simpleview
- **Marc Garcia**, President & CEO, Visit Mesa

TOP-LINE TAKEAWAY: 2020 pushed leadership to implement more aggressive commitments to diversify our workforce. However, there is still a lot of work to do. Resist the urge to say what you think people want to hear and embrace the opportunity for widespread change. Engage in difficult conversations using a HAVEN framework: Humility, Authenticity, Vulnerability, Empathy and Non-Judgement.

Diversity efforts will only be successful if every employee is committed to creating an inclusive environment.

- Leadership should set the tone by providing clear expectations, resisting the urge to be perfect and welcoming change from the ground up.
- If you want your employees to create a welcoming environment for others, you must first create a welcoming environment for them. Prove that everyone—at every level—has a voice and is heard.
- Don't underestimate how difficult it is to drive out fear. Give your employees a safe and supportive space to discuss difficult topics.
- Commit to educating your workforce by providing active training sessions focused on creating a more self-aware and inclusive workplace. These types of conversations should be continuously evolving.

Leadership must be open to feedback and transparent in its efforts to create an inclusive workplace.

- A diverse workplace is shown to make better decisions. Acknowledge your workplace's current problems to foster stronger solutions. Show that you are willing to be challenged.
- Recognize that diversity spans across multiple levels—race, ethnicity, gender, disability, age, etc. This means that a wide range of initiatives, conversations and actions must be created.
- Show your employees that change does not have to be uncomfortable or unspoken. Prove that you are ready to use takeaways from your conversations to keep the momentum going.
- Incite change transparently through clear and frequent communication to illustrate your long-term commitment to DEI.