



## Diversity & Inclusion: If Not Now, When?

TODAY'S GUESTS: Jermaine Moore, *Guest Speaker* — Founder, Mars Hills Group jermaine@themarshillgroup.com

Karen Young, *Guest Speaker* — Principal-Consultant-Coach, Karen Young Consulting karen@karenryoung.com

Armando Llorente, *Host* — Vice President of Human Resources/Practice Leader, Clark & Lavey Benefits Solutions armando@clarklavey.com

© 2020 Clark & Lavey Benefit Solutions Inc. All rights reserved





# Agenda

- Welcome
- The Diversity & Inclusion Policy
  - From Assessment to Next Level Effectiveness
  - Incorporating into Business Strategy
  - Fostering Organizational Effectiveness and Employee Engagement

- Charting the Course for Success; Checkpoints
- Fostering Equity
- Organizational Resources
- What's Ahead? 2020 and Beyond....
- Questions



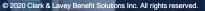


WELCOME! to Virtual Happy Hour July 23, 2020





#### The Diversity & Inclusion Policy





### Self-Rate: Letter Grade?

### Assess at Each Step of Employee Life Cycle

- Recruitment & Hiring Process
- On-Boarding & Professional Development
- Employee Departure

(i.e. Resignation, Relocation, Retirement, etc.)



### Building into the Business Strategy

Fostering Organizational Effectiveness and Employee Engagement

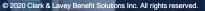
- Role of Leaders
- Creating Goals
- Encouraging Courageous Conversations





#### Charting the Course for Success

### Checkpoints





### Establishing Goals and Charting the Course for Success

- Checkpoints / "Fingers on the Pulse" (i.e., 60 days, quarterly, 6 months, etc.
- Pivoting





### Fostering Equity





### **Fostering Equity**

- Getting Comfortable with Being Uncomfortable
  Leveraging Discussions
- Spotlighting Achievements and Successes





#### **Organizational Resources**





### **Organizations and Websites**

- Diversity Workforce Coalition (DWC)
  - www.diversityworkforce.org
- Society for Human Resources Management (SHRM)
  www.shrm.org



### More Organizations and Websites

- National Association for the Advancement of Colored People (NAACP)
  - www.naacp.org
- National Lesbian, Gay, Bisexual, Transgender & Queer Task Force (NLGBTQ)
  - www.thetaskforce.org
- National Organization for Women (NOW)
  - www.now.org





#### What's Ahead?

### 2020 and Beyond....







#### Questions?



Ann





### THANK YOU to

Jermaine Moore and Karen Young

in linkedin.com/company/clarkandlavey f facebook.com/clarklavey

