



Virtual Happy Hour

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



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



CLARK & LAVEY
BENEFITS SOLUTION



WELCOME!
to
Virtual Happy Hour
July 23, 2020



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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



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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



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Fostering Equity



Fostering Equity

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



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An icon of two clinking glasses with a small burst of light above them, symbolizing a toast or celebration.

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



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What's Ahead?

2020 and Beyond....



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Questions?





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THANK YOU to

Jermaine Moore
and
Karen Young

 [linkedin.com/company/clarkandlavey](https://www.linkedin.com/company/clarkandlavey)

 [facebook.com/clarklavey](https://www.facebook.com/clarklavey)