The Diversity Learning Organization (DLO): Design, Execution and Sustainability

What are the foundational components of a diversity learning organization?

I. Diversity Learning Organization defined
   a. Suggested Corporate Diversity Framework
   b. Advantages of Diversity, Inclusion and Engagement (Capitalistic and Ethical Structures)
   c. Foundational Structures — Common Knowledge
      i. Implicit Bias
      ii. Micro-Aggression
      iii. Hiring
      iv. Civility and Workforce Behavior
      v. Hiring
      vi. The Language of Social Justice

Why do things remain the same?

II. Containment Structures
   a. Containment theory defined
   b. Socialization Models within the Institution
   c. Strategy as Containment
   d. Institutional Inequities

What about Sustainability of Diversity Efforts?

III. Execution, Processes and Retention
   a. Affinity Structures
   b. Strategic Objectives Aligned, Saturated and Institutionalized
   c. Internal Collaboration (Proximity)
   d. Budgetary Support

How do we measure effectiveness of diversity efforts?

IV. Assessments for Progress
   a. Equity Audits
      i. Status of Women
      ii. Status of Minorities
      iii. Status of other protected classes
   b. Employment and Promotion
   c. Satisfaction Surveys
   d. Re-circling and Revisiting the Objectives

What’s in it for me?

V. Accountability, Incentive and Performance Evaluation