

## **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