

Practical Tips for Advancing Diversity

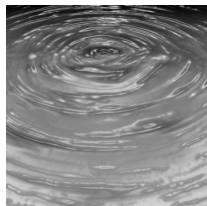
Kristine McKinney, Director of Diversity & Inclusion,
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Flip Chart Question

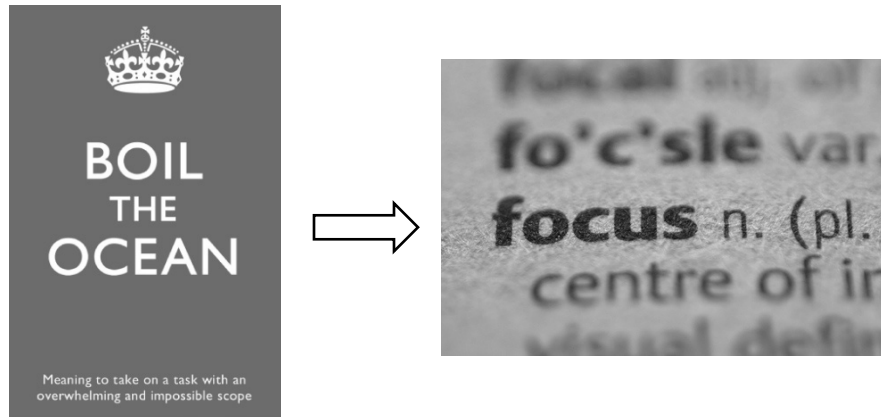
- What has been the smallest change you have made in your workplace that has had the biggest influence on advancing diversity?



Diversity is huge



Agenda



Practical

- Take the bias out of meetings
- Focus on office space
- Broaden the network of your leaders

Taking Bias Out of Meetings¹

- Make sure the right people are involved
- Assign homework
- Create the right atmosphere
- Manage the discussion
- Follow-up

¹Lovullo, Dan & Sibony, Olivier (2010). *Take the Bias Out of Meetings*. McKinsey & Company.



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7

Focus on Office Space

- Leave your door open
- Be strategic in office placement
 - Research shows people are more likely to receive work assignments from those who are closest in geographic location.¹
 - Even being 1 floor below can impact work flow.
 - How do you overcome this in a virtual setting?

¹McPherson, M., Smith-Lovin, L., & Cook, J. M. (2001). Birds of a feather: Homophily in social networks. *Annual Review of Sociology*, 27(1), 415–444.)

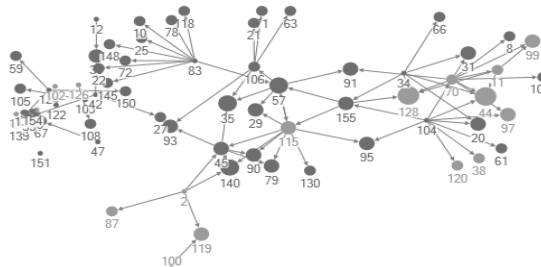


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8

Broaden Networks Within the Organization

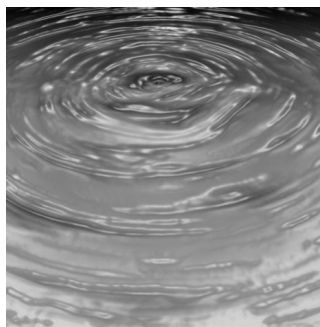
- Consider a work-flow or knowledge sharing analysis

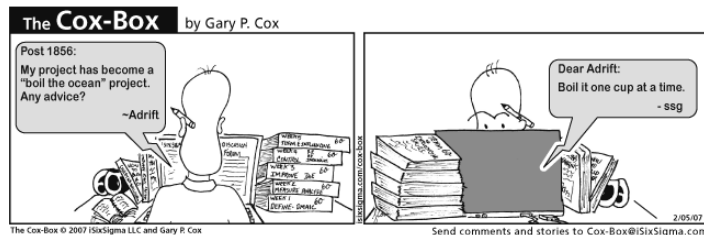


- Propose “1+2 lunches”
 - Invite one person and ask them to invite 2 more

Flip Chart Question - Discussion

- What has been the smallest change you have made in your workplace that has had the biggest influence on advancing diversity?





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11

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12