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EEO Best Practices – The Power of Diversity and Inclusion

March 7, 2019

A photograph of the Austin skyline at sunset, with buildings reflected in a body of water. A bridge is visible on the left side of the image.

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Fundamental Advisory

Core Beliefs

- All men are created equal.
- Diverse teams perform better.
- Diversity and Inclusion is everyone's opportunity.

What is Diversity and Inclusion?

“Diversity: the art of thinking independently together.”

– Malcom Forbes

Powerful Behavior

- Dialogue about differences and don't be afraid of uncomfortable conversations.
- Listen and seek to understand.
- Be willing to take action when the playing field does not seem level.
- Set the example and be resilient.
- Mentor and sponsor diverse employees.

Powerless Behavior

- Bias
- Microaggressions
- Cultural Insensitivity
- Stereotypical Labels

Conclusion

- Individual action collectively moves the needle.
- Everyone is responsible for Diversity and Inclusion.
- Diversity and Inclusion is a journey, not a destination.

Introduction

Hi, I'm Mindy!

**Trial Lawyer to Mom to Equity
Advocate and Investment Fund CCO**

Inclusion and Collaboration

DEI in Practice:

- Agencies, Business, and Organizations all perform better when there is a Diversity.
- A decade of research has shown this.
 - Also, profitability increases dramatically when more women in the organization (by 15%) and when organization is more racially and ethnically diverse (by 35%)

Why Does Diversity Matter

Because our unique, individual experiences influences our work product and by having many different backgrounds, ways of thinking, cultural influences, abilities, and genders in an organization, this leads to more innovative and expansive thinking.

Tackle problems from all angles.

Examples

Think of your own examples and areas where your uniqueness could solve for an issue

Inclusion and Collaboration

DEI In Practice

- Hiring
- Retention
- Promotion
- Innovation
- Prevent silos
- Keep management in touch with individual contributors
- Project Planning

Inclusion and Collaboration

Understanding and Uprooting Unconscious Bias in the Organization

Leads to →

Creation of an Inclusive Environment

Which Results In →

A Diverse Workforce that Remains and Flourishes