



Jackye Clayton

I'm not loud, I'm passionate.



Tech Analyst



Writer



NASCAR Fan

Jackye Clayton is an experienced content editor and marketer with a demonstrated history of working in Recruiting and sourcing both corporate and agency. When she is not sitting at her computer, she is probably hosting one of RecruitingDaily's exclusive #HRTX events in some exotic location like Chicago. More than likely, however, she is watching a NASCAR race and on Twitter retweeting someone's brilliant insight or sharing HR Tech tips.



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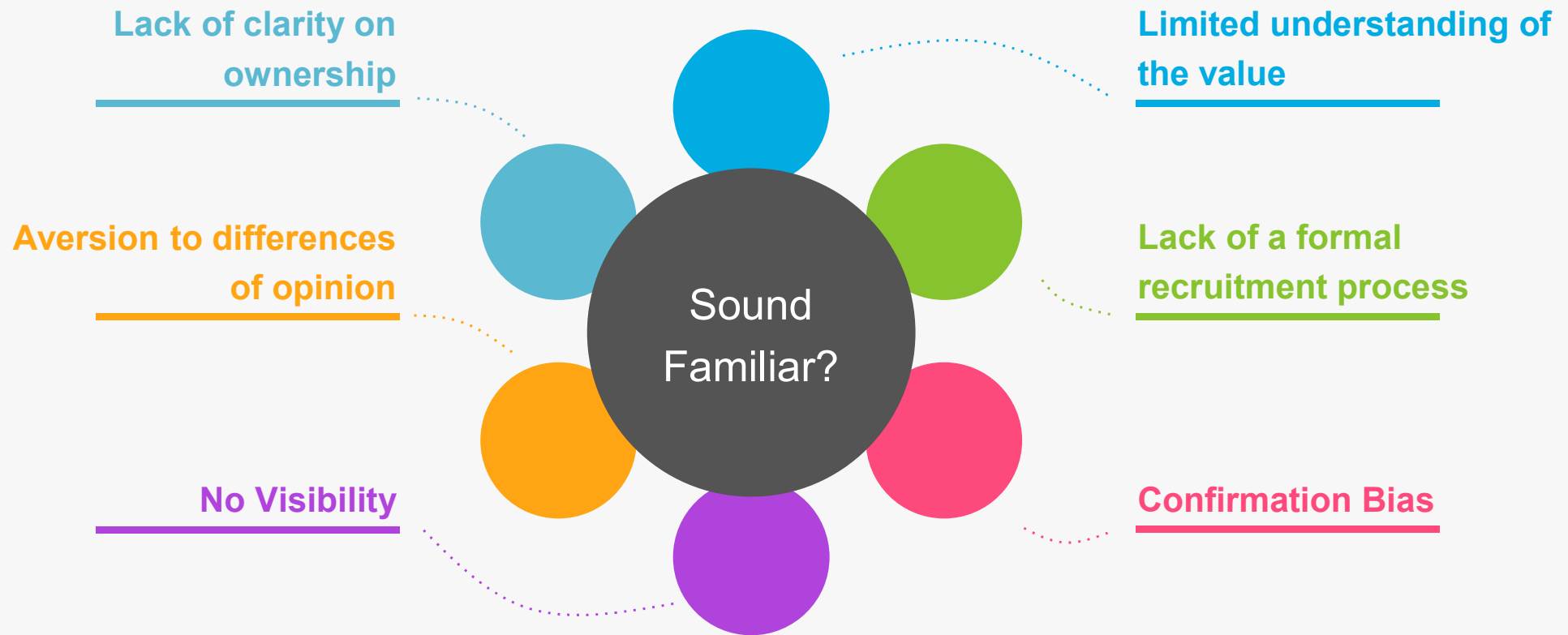
Ground Rules

- 1 Confidentiality
- 2 Share what feels comfortable yet challenge self
- 3 Seek to understand
- 4 Give each other space/grace
- 5 Listen





What Comes in the way of Building Diverse Boards?



How will we get there?

**Diversity = Better
Teams**

Diversity brings a greater skills base to a team and thereby promotes better teamwork.

Work Together

Effectively and efficiently work with cultures other than your own.

Communicate

Build effective multi-cultural interpersonal relationships.

Be Proactive

Provide a proactive approach to managing diversity in today's workforce

Put Into Action

Create a clear action plan to apply to their work situation or non-profit.





Who do you know?

Diversity Bingo



WHAT IS **DIVERSITY & INCLUSION**

Diversity

The variety of differences and similarities/ dimensions among people, such as:

- Age
- Belief system
- Class/caste
- Culture
- Disability
- Education
- Ethnicity
- Gender
- Gender identity
- Generation
- Geography
- Job role and function
- Language
- Marital status
- Mental health
- Nationality
- Native or indigenous origins
- Parental status
- Personality type
- Race
- Religion
- Sexual orientation
- Thinking style
- Work experience
- Work style

Diversity = Better Teams





RECRUITER

Who are we excluding?

This position requires the ability to sit, stand and walk unassisted. Requires the use of hands and fingers to handle or feel objects, tools or controls. The employee is required to talk and hear. Normal correctable vision is required.



OFFICE MANAGER

Who are we excluding?

No issues in working beyond 40 hours per week when needed and occasional Saturdays.

Maintain reliable transportation and insurance coverage for use on job.

Must also have a valid driver's license and maintain a clean driving record.



**Work
Together**



Communication



*"you can be comfortable
or courageous, but you
cannot be both."*

Courageous Conversations

Scenario One: You have overheard a rumbling that one of your team members is making the majority of the team uncomfortable because he is continuing to ask their opinions on the fact that, as he says, “All Lives Matter” not just “Black Lives Matter”. They’re saying he gets upset if anyone doesn’t agree with his perspective.

Scenario Two: You walk into the break room and find a group of team members in a heated discussion about immigration in the United States. At first, the conversation is simply a sharing of different opinions, but quickly deteriorates to sarcastic comments and ridiculing.

Communication Tips That Promote Workplace Diversity

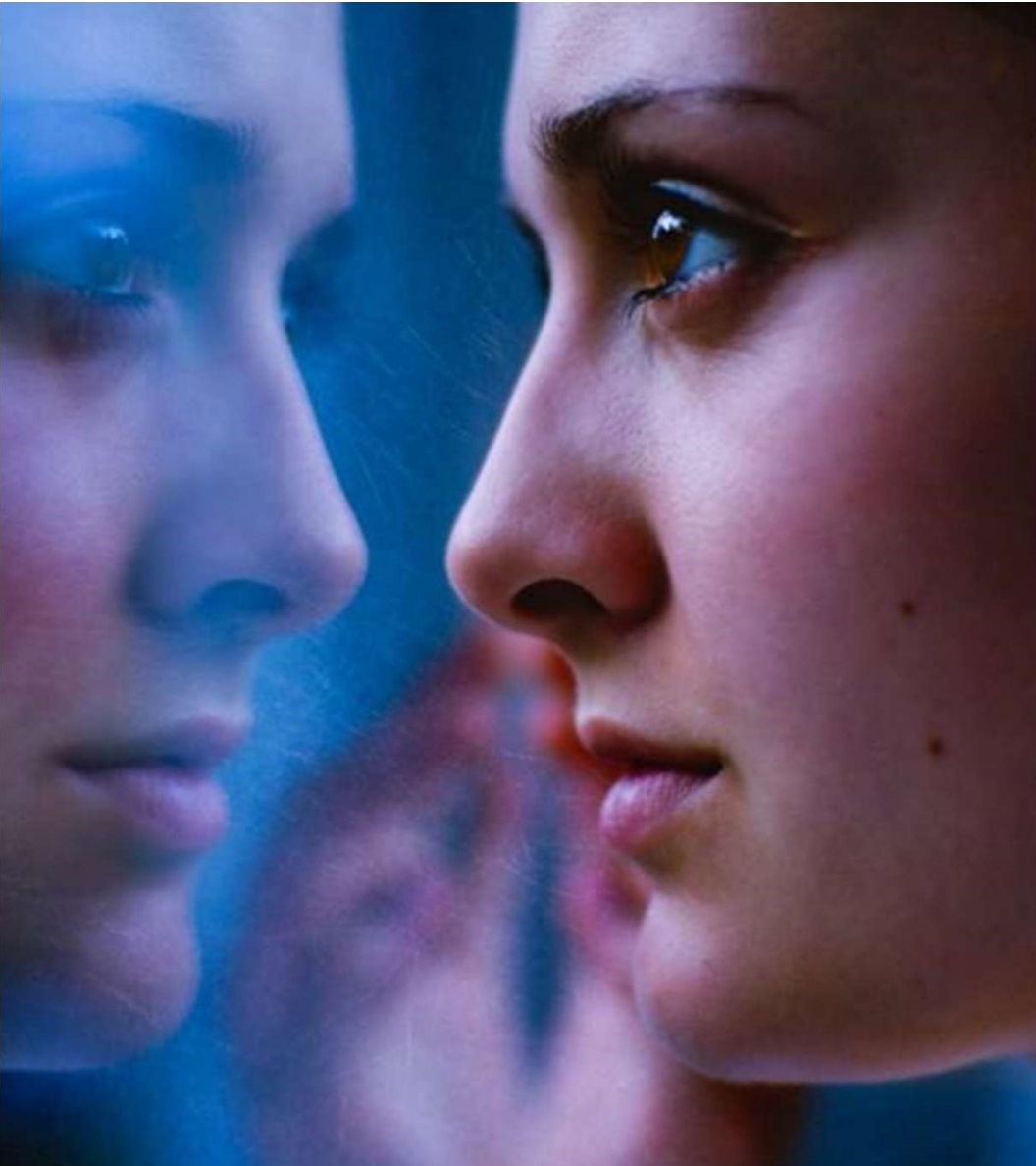
- 1 LISTEN MORE CLOSELY AND MORE OFTEN
- 2 DON'T INTERRUPT
- 3 DON'T STEP IN TO EXPLAIN
- 4 CONSIDER YOUR ATTITUDE
- 5 WATCH YOUR BODY LANGUAGE
- 6 BE A MENTOR OR SPONSOR



**Be
Proactive**

WARNING:
Your ego
is not your
amigo.





How do you think you're doing?

Take a look at
“Organizational Diversity,
Inclusion & Equity –
A Self Assessment Tool”





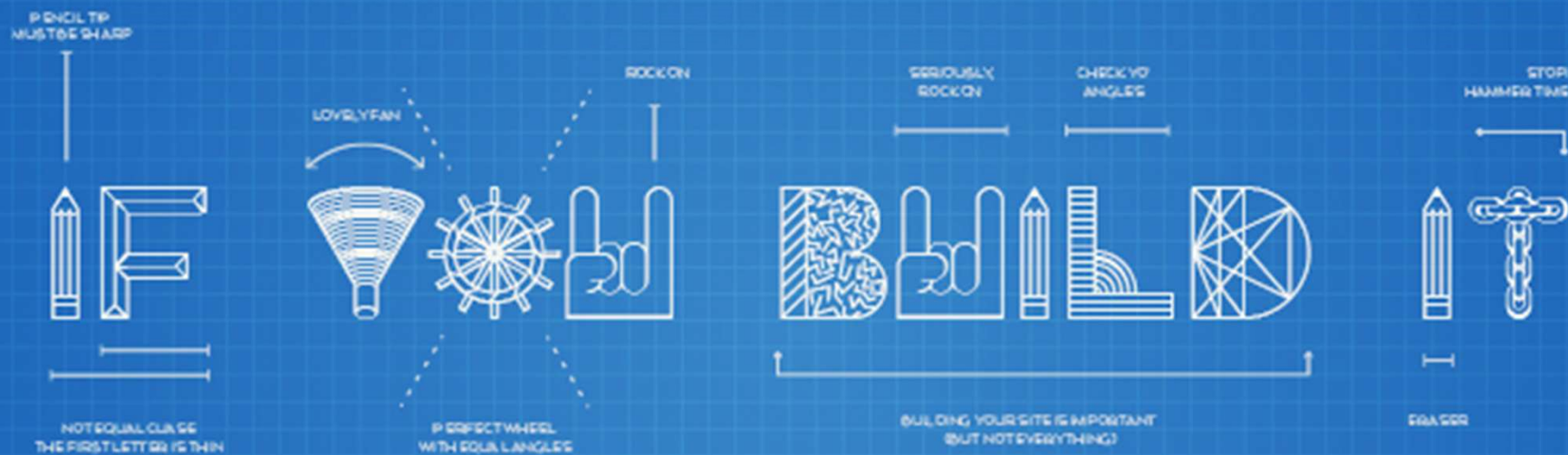


Put Into Action

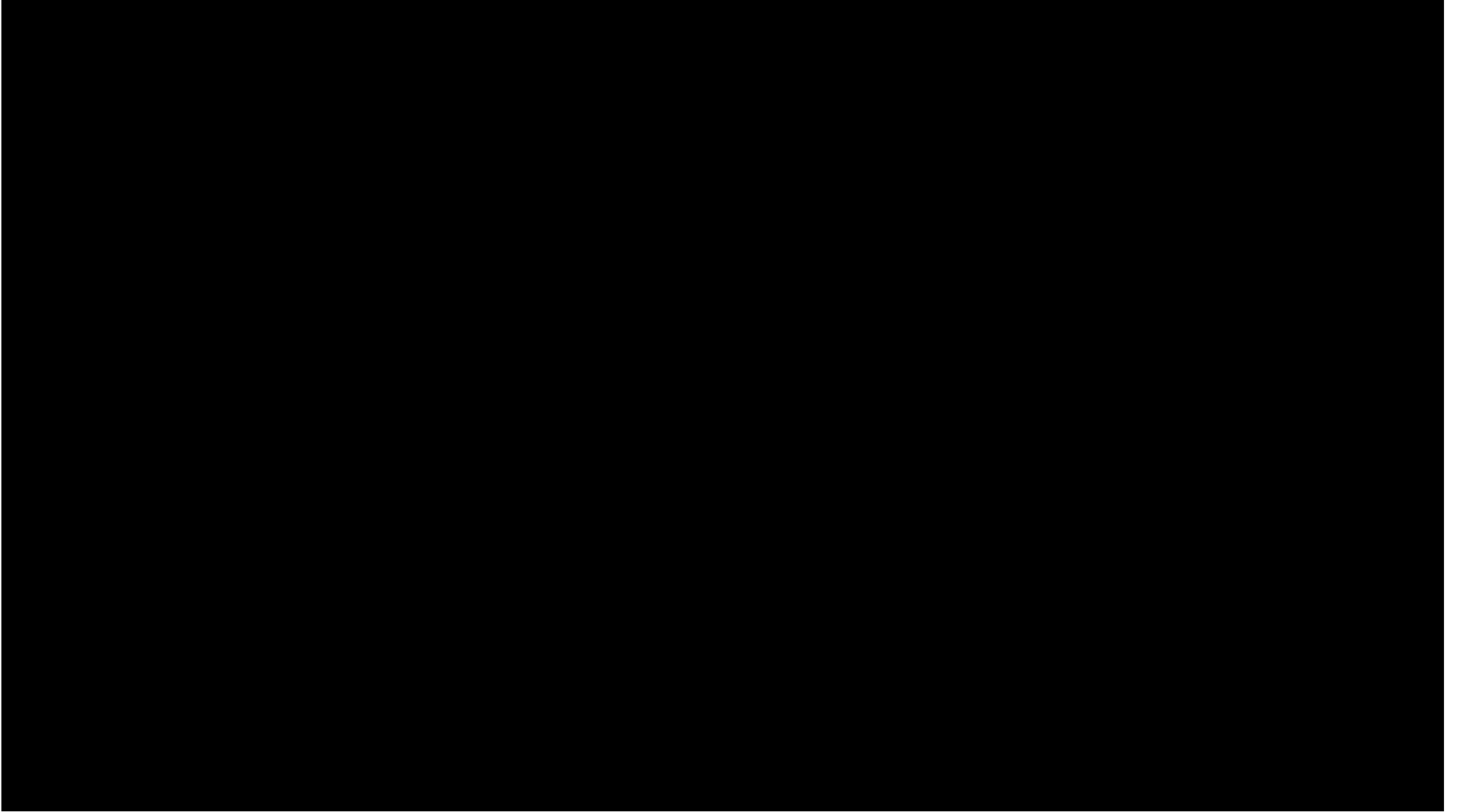
Action Steps You Can Implement Today

- 1 Mirror your Desired Demographic
- 2 Communicate Your Diversity Plan
- 3 Point out interruptions
- 4 Use social media to market to diverse talent
- 5 Partner with Multicultural Associations





THEY MAY NOT COME ...







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