

CREATING A DIVERSE & INCLUSIVE WORKPLACE

MAR 12, 2020

AT THE NATIONAL MUSEUM OF AMERICAN JEWISH HISTORY

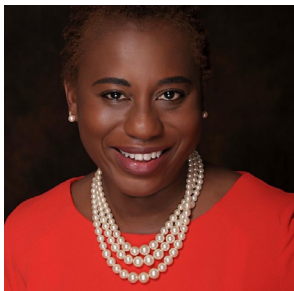
greater philadelphia cultural ALLIANCE

AGENDA

8:30 a.m. – 9:00 a.m. | Registration & Breakfast

9:00 a.m. – 11:30 a.m. | Program

SPEAKERS



Dr. Tanya O'Neill

Dr. Tanya O'Neill uses her expertise in leadership development as a facilitator, consultant and coach to help leaders develop skills that positively impact people, performance and productivity. Dr. O'Neill has a very diverse background which includes experience as a Nurse, former Air Force Reservist, Community Health Educator, and an Inclusion & Diversity consultant. She has earned a degree in Nursing (BSN), Human Services (MHS) and Psychology (PsyD), and holds certifications in MBTI, Crucial Conversations, 360 VOICES, Gallup Strengths Performance Coaching, Diversity Practitioner, and DDI Leadership Development. Dr. O'Neill combines logic and emotional intelligence within her coaching practice. She is a native Philadelphian who enjoys helping individuals and teams cultivate their own unique inner

brilliance. Currently, Tanya is the Associate Director of Leadership Development for the Perelman School of Medicine at University of Pennsylvania.



Jameel Rush PHR, SHRM-CP

Jameel is the AVP of Diversity, Inclusion, and Early Talent Development at Aramark. In this role Jameel serves as the Chief Diversity Officer, leading all inclusion and diversity initiatives for Aramark's 270,000+ associates and leads their campus hire programs. Jameel has over 12 years of global talent management and human resources experience having previously held roles in leadership development, organizational effectiveness, organizational development, change management, and several HR business partner roles. Jameel has been recognized numerous times for his work in the Philadelphia and HR community including receiving the HR Rising Star Award from Temple University in 2015, being named as one of Philadelphia's Top 55 Connectors and Keepers by Leadership Philadelphia, and being placed on Philadelphia's

Top Professionals under 40 list by the Philadelphia Business Journal in 2016. Jameel also serves as an adjunct professor in Human Resources and Diversity and Inclusion at Temple University and Villanova University.



Shawn Mott

Shawn Maurice Mott is a results-driven diversity, equity and inclusion, learning, organizational development, and human resources professional with deep experience leading, managing, and supporting organizational learning, organizational effectiveness, and human capital performance management functions and initiatives within organizations for more than 20+ years. A dedicated leader and individual, with a proven record of successful strategy development, learning and OD program/project development and execution, demonstrating a persistent and unrelenting focus on innovation and continuous improvement. By far, his most notable strength is the ability to provide practical solutions to organizations such as aligning their business objectives to their organizational culture; assessing their organization strategy

and design; and executing organizational change management initiatives, learning solutions, and talent services. He enjoys serving as a proponent of change in support of positive and inclusive workplaces and communities!

ABOUT US

Established in 1972, the Greater Philadelphia Cultural Alliance is the region's leading arts and cultural advocacy, research and marketing organization. Our mission is to "lead, strengthen and amplify the voices of a cultural community that ignites creativity, inspires people and is essential for a healthy region." Our membership includes more than 450 organizations ranging from museums and dance companies to community art centers, historic sites, music ensembles and zoos. For more information on the Cultural Alliance, please visit www.philaculture.org.

ABOUT OUR DIVERSITY, EQUITY & INCLUSION INITIATIVES

The Cultural Alliance is committed to increasing diversity and equity throughout the arts and culture sector. In 2016 the Cultural Alliance included in our strategic plan a goal to increase diversity, equity and inclusion (DEI) within the Alliance and the broader cultural community. Our first step was to conduct an extensive scan of our current practices and perceptions, which included input from a wide range of stakeholders. From there, we developed a statement and action plan, which is guiding our DEI work moving forward.

We also created an affinity group of Alliance board members, arts administrators, artists, funders and others to inform and guide our efforts. More than 50 members of our DEI Affinity Group volunteer their time to shape, inform and guide this work and ensure it reflects the needs of our members. If you aren't already a member of our DEI Affinity Group and would like to join, please email Lauren Gilmore at LaurenG@philaculture.org to get involved!

**Learn more about the Cultural Alliance's DEI work at
philaculture.org/DEI**

NOT JUST BECAUSE IT'S THE RIGHT THING TO DO

How would proactively promoting more diversity and inclusion within your organization impact your organization's mission and vision?

How Would It Help?	How Would It Hinder?

Improving Outcomes Through Diversity

An Example:



Diversity Goal:			
(1) Strategy:			
(2) Strategy:			
(3) Strategy:			
	Implementation Plan	Monitor Progress	Measure Success
Strategy 1			
2			
3			

Guidelines for Creating a More Diverse Workforce

Recommendations	Considerations
Audit your job ads	<ul style="list-style-type: none"> • Make sure that they are neutral enough to attract a wide variety of candidates • Make sure job descriptions are detailed, well-written and free of bias
Target sources where diverse candidates congregate	<ul style="list-style-type: none"> • Utilize community organizations such as churches, synagogues, colleges and veteran's organizations for employee referrals • Use the internet to reach a wide and diverse applicant pool
Encourage your diverse employees to refer their connections	<ul style="list-style-type: none"> • Studies consistently show that employee referrals improve quality-of-hire and retention rates while lowering hiring costs • Referred employees feel more engaged from day one since they already know at least one person at the company, and they are often easier to assimilate into the culture since they have a built-in buddy or mentor to turn to for guidance
Offer paid internships to targeted groups	<ul style="list-style-type: none"> • Paid internships attract more candidates • Paying interns enhance your employer brand
Develop an employer brand that showcases your diversity	<ul style="list-style-type: none"> • Show that the workplace is diverse from the outset • A diverse range of people in the organization helps build good relations with different stakeholder groups and develops targeted and tailored products and services
Create company policies that appeal to diverse candidates	<ul style="list-style-type: none"> • Offer attractive benefits or try to provide advantages such as child-friendly perks as well as days off for religious and cultural celebrations which will appeal to a wide variety of groups • Incorporate diversity into policies, plans and procedures

	<ul style="list-style-type: none"> • Avoid hiring procedures and employment tests that have an adverse impact based on race • Promote a family-friendly workplace - accommodate schedules, provide daycare and be flexible
Increasing diversity in candidate screening	<ul style="list-style-type: none"> • Provide accommodations for applicants with known disabilities • Research has found that companies that use a personality assessment during their recruiting have more racially diverse workplaces • A simple way to conduct anonymous pre-hire tests is to assign anonymous candidate IDs and remain “anonymous” to who the candidate is while scoring the assessment • Do not assume which jobs are appropriate for an individual with a disability or make decisions for them in that regard
Use anonymous resumes/anonymous interviews	<ul style="list-style-type: none"> • Anonymous hiring can increase workplace diversity by allowing people to be more objective when evaluating a candidate’s skills, knowledge and potential to succeed, free from biases of the candidate’s race, gender, age and education level • Making interviews anonymous clearly poses the biggest technical challenge. Techniques for anonymous interviewing include an anonymized written Q&A or an anonymized interview conducted via chat
Standardized Interview processes	<ul style="list-style-type: none"> • Eliminate biased questions during interview process and focus on job requirements, ability, qualifications and performance • Have more than one person interview the applicant and make sure the individuals conducting the interview are diverse themselves in terms of job title, length of time employed, life experiences and personal characteristics
Harness AI – Artificial Intelligence to review resumes	<ul style="list-style-type: none"> • Reduce, or even remove, time-consuming activities like manually screening resumes

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| | <ul style="list-style-type: none">• Artificial Intelligence in recruitment also has the ability to reduce bias in the hiring process |
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Excerpts from Society for Human Resources and Xpert HR



Elements on Inclusion

Fairness and respect	Value and belonging	Confidence and inspiration
Foundational element that is underpinned by ideas about equality of treatment and opportunities	Individuals feeling that their uniqueness is known and appreciated, while also feeling a sense of social connectedness and group membership	Creating the conditions for high team performance through individuals having the confidence to speak up and the motivation to do their best work

Traits of an Inclusive Leader



Graphic: Deloitte University Press | DUPress.com

<https://www2.deloitte.com/us/en/insights/topics/talent/six-signature-traits-of-inclusive-leadership.html>

ACTION PLANNING EXERCISE

Three Steps:

1. Consider **two actions** from today that you will take back to your organization and begin implementing within the next thirty days:

Action #1:

Action #2:

(If you'd like to receive an inspirational reminder, be sure to fill out the enclosed postcard, which the Cultural Alliance will send to you a month from today!)

2. Identify an **accountability partner** within this room and share your **two actions**:

Name:

Contact Info:

3. Schedule a date, time and location to meet 30 days from today to discuss progress against your **two actions**:

Meeting Date:

Time:

Location:

Key Questions:

What is one DEI action that you are willing to share with the group?

How will your accountability partner help you progress toward your DEI action step?

What support might you need from the Cultural Alliance to achieve this action step? (we will be asking you in the post-event survey!)