Best Practices Diversity Initiatives



Diversity Toolkit for Business www.diversitycouncil.org/toolkit

- 1. Develop a business rationale for diversity.
- 2. Educate senior managers so that they can develop and support the business rationale.
- 3. Customize your diversity management approach so that it will not create 'culture shock' but rather is respectful of the organizational cultural norms.
- 4. Commitment should come in the form of leadership, participation of a representative workforce, and dedicated human and financial resources.
- 5. Individuals charged with responsibility for diversity management must be knowledgeable, credible, and well-grounded personally and professionally.
- 6. Building knowledge through audits, benchmarking, and other sources is essential to the development of a relevant strategic plan.
- 7. Diversity-driven goals and strategies can be centralized or driven through business units and departments.
- 8. All strategies should be evaluated intermittently.
- 9. Training and education must be linked to business goals and practices.
- 10. Some type of formal evaluation to measure impact and institutionalization should take place at the second year of an initiative.
- 11. Modification of strategic goals and strategies is inevitable.
- 12. Changes must be made in systems, policies, and procedures that impact the workforce.
- 13. Organizational change through diversity to meet desirable business goals can be systematically planned and implemented.
- 14. Visibility must be given to the initiative within and outsides of the organization to reinforce credibility.