

# THE BUSINESS IMPACT OF MANAGING A DIVERSE & INCLUSIVE WORKFORCE

Statewide Energy Industry  
Workforce Consortium

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Janetta DeOnna  
Penn State Office of Economic &  
Workforce Dev  
814.863.6717  
jxg141@psu.edu



# Objectives

## DISCUSS:

- How the meaning of diversity has changed over the years
- The forces that are driving change across all organizations
- The business case for diversity
- Cultural transformation



# DIVERSITY

Steering the composition of an organization's management and workforce

to be in balance with the ... variations occurring in the society in which it operates.

# Dimensions of Diversity



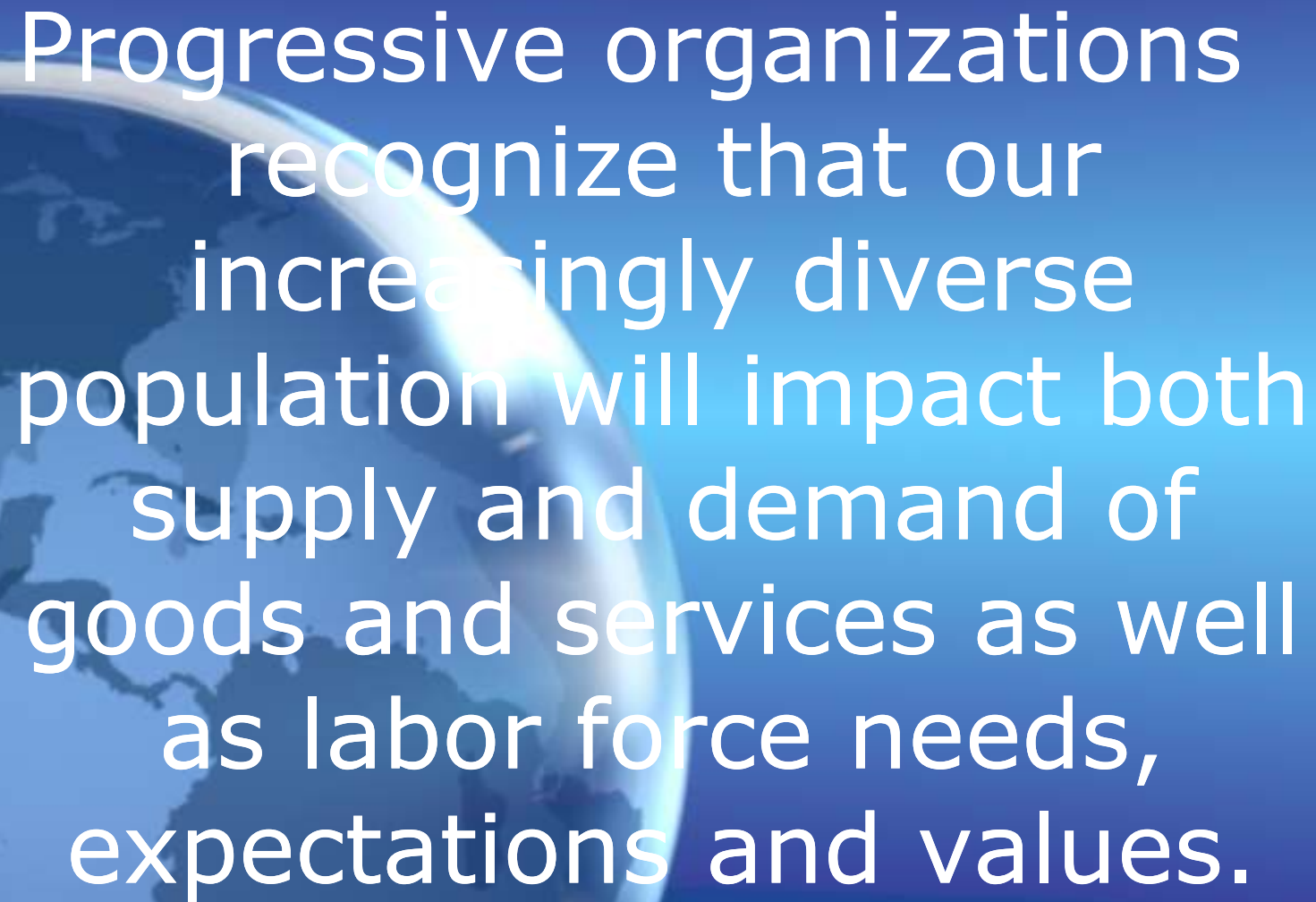


# INCLUSION

Optimizing the potential contribution made  
by every employee  
by recognizing and utilizing the gifts, skills  
and talents they bring to the  
organization,  
regardless of their membership of any  
minority group.

## 5 Forces Driving Change ...

- Economy
- Environment
- Government
- Technology
- Demographics



Progressive organizations recognize that our increasingly diverse population will impact both supply and demand of goods and services as well as labor force needs, expectations and values.



A blue-tinted image of the Earth from space, showing the Americas and the Atlantic Ocean. The text is overlaid on the right side of the image.

If unattended, diversity is likely to produce miscommunication, unresolved conflict, high turnover and low performance.

# Creating a Business Case for Diversity



How is diversity related to the overall success of your organization?

- Your organization's unique definition of diversity...
- It's relevance to your organization's vision, mission, values, & business success...
- How different dimensions of diversity play out to impact organizational success...
- It's relationship to other major initiatives that focus on overall performance



# Organizational Cultural Transformation

## Commitment from C-Level

Establish a baseline by conducting a comprehensive cultural survey that integrates performance, inclusion, climate, and work/life balance.

Select and prioritize the issues that lead to the greatest breakthrough in transforming the culture.



# Organizational Cultural Transformation

Measurable leadership and management objectives accountable to top leadership.

Educate and train your staff to develop an understanding of diversity, its importance to your organization's success, and diversity skills to apply on a daily basis.

Continue to measure, educate, train, and hold ALL employees accountable



# Final Thoughts

Diversity, empowerment, and high performance are inseparable

Either supporting cultural transformation or maintaining the status quo

Be a CHAMPION--Help your fellow man and woman achieve their highest potential!