

# **Oregon Solar Energy Industries Association** Recruiting and Retaining a Diverse Workforce Workshop

### **DECIDING TO DIVERSIFY THE WORKFORCE**

Why Haven't You Diversified?

In order to be the driving force of successfully attracting and retaining a diverse employee population, you must first understand your personal barriers. Think about the biases and/or obstacles that stopped you from acting or following through.

# Looking back, identify two barriers that have personally prevented you from taking steps to diversify your workforce?



## **DECIDING TO DIVERSIFY THE WORKFORCE**

Do You Really Want to Diversify Your Company?

# How do you think your approach launching a diversity initiative will be different if you are coming from each of these different motivations?

Make the company more competitive
Possible approach:
<u>Create a more innovative and creative staff</u>
Possible approach:
To respond to White guilt
Possible approach:
<u>It's the right thing to do (charity)</u>
Possible approach:
Mandate from superiors
Possible approach:



What Does an Inclusive Work Environment Look Like?

Just because you are interested in welcoming a more diverse workforce into the company does not mean minority employees will flock to you. First, you must prepare a culture that will support a diverse workforce.

List the characteristics and conditions that exist when you visualize a work culture that is supportive and inclusive of employees with diverse backgrounds.


Place a star by the characteristics that you are confident are present across your organization.

Circle the items that are clearly conveyed to potential candidates.



The Soul Search

To what degree do the following items motivate you to diversify your workforce? Rate each item on a ten-point scale, where ten means you strongly agree and 1 means you strongly disagree.

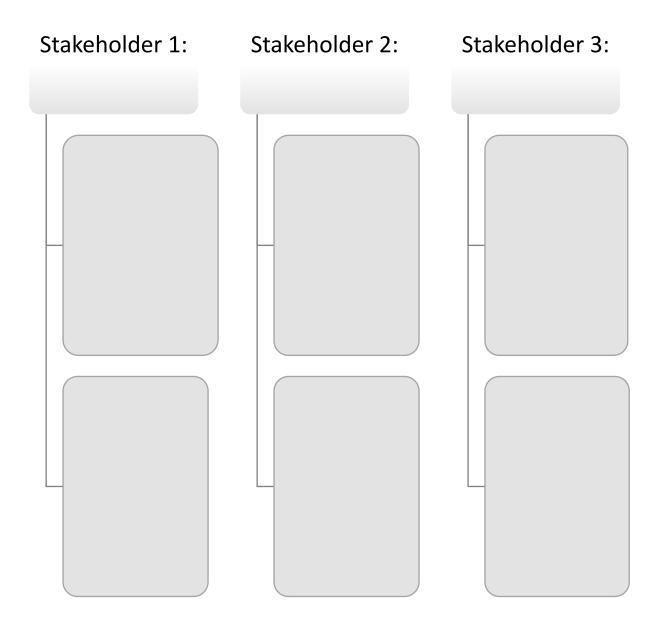
- 1. Are you interested in making your company more competitive by adding variety to the makeup of your teams?
  - 1 2 3 4 5 6 7 8 9 10
- 2. Are you diversifying because you recognize that diverse teams lead to creative ideas and solutions?
  - 1 2 3 4 5 6 7 8 9 10
- 3. Is your decision fueled by White guilt?
  - 1 2 3 4 5 6 7 8 9 10
- 4. Are you diversifying because you want to do your part to help close the gaps?
  - 1 2 3 4 5 6 7 8 9 10
- 5. Has your supervisor, senior manager, or owner mandated that you add diversity to your team?
  - 1 2 3 4 5 6 7 8 9 10
- 6. Is your interest in charity motivating your decision to diversify your workforce?
  - 1 2 3 4 5 6 7 8 9 10
- 7. Do you feel that a particular group needs help and you're going to hire a few more to help out?
  - 1 2 3 4 5 6 7 8 9 10

What other motivations do you have to diversify your workforce?



Share Your Vision

Identify 3 key stakeholders at your company and predict two aspects of diversifying the workforce that will stand out to them. This could be concerns or questions you anticipate they will have, outcomes they will expect to see, and/or motivations they may have to contribute to the work.





Do Things Differently

Taking new actions demands commitment. What are two changes you can commit to making immediately to successfully drive a diversity initiative at your company?

I commit to...

I commit to...