



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?

Reason #1: _____

Reason #2: _____

What can you do to overcome these obstacles as you move forward?

Action #1: _____

Action #2: _____

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: _____

Create a more innovative and creative staff

Possible approach: _____

To respond to White guilt

Possible approach: _____

It's the right thing to do (charity)

Possible approach: _____

Mandate from superiors

Possible approach: _____

STRATEGIES TO DIVERSIFY THE WORKFORCE

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.

STRATEGIES TO DIVERSIFY THE WORKFORCE

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?

STRATEGIES TO DIVERSIFY THE 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.

Stakeholder 1:

A form for Stakeholder 1 consisting of a white rounded rectangular header box at the top. Below it is a vertical line that branches into two horizontal lines, each leading to a large, light gray rounded rectangular box for notes.

Stakeholder 2:

A form for Stakeholder 2 consisting of a white rounded rectangular header box at the top. Below it is a vertical line that branches into two horizontal lines, each leading to a large, light gray rounded rectangular box for notes.

Stakeholder 3:

A form for Stakeholder 3 consisting of a white rounded rectangular header box at the top. Below it is a vertical line that branches into two horizontal lines, each leading to a large, light gray rounded rectangular box for notes.



STRATEGIES TO DIVERSIFY THE WORKFORCE

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...
