

# **Diversity / Sensitivity in the Workplace: What does the PM need to know?**

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# DIVERSITY/INCLUSION IN THE WORKPLACE



# Tonight We Will...

- Discuss the difference between diversity and inclusion
- Discuss diversity in the workplace outside of Title VII
- How to be inclusive when the team is already established
- Discuss being conscious of your verbal and non-verbal actions
- **So that when you leave..**
  - You have a better understanding of what diversity and inclusion means in the workplace
  - You have a better understanding of how to value the team you did not create
  - How to adjust your mindset out of the respect for your team members

# DIVERSITY/INCLUSION IN THE WORKPLACE



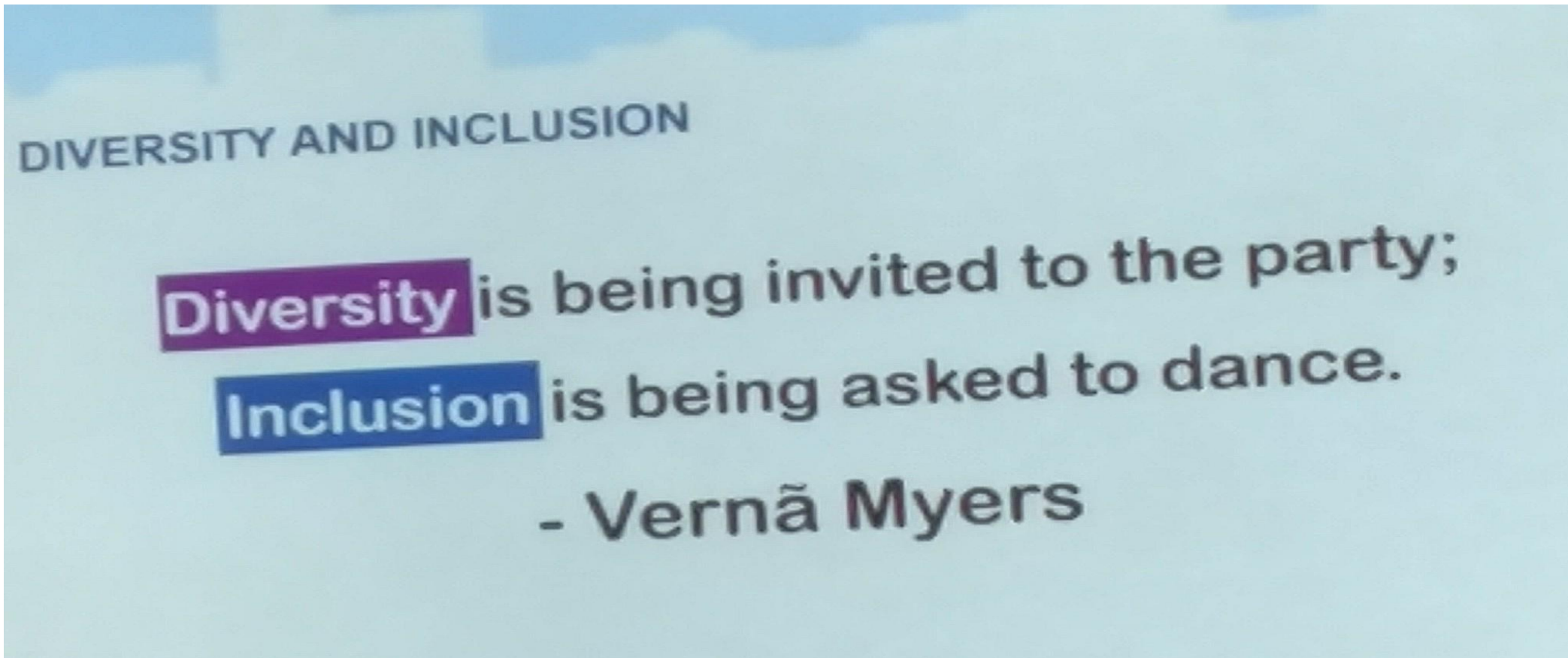
What does diversity mean to you?

What does inclusion mean to you?

# DIVERSITY/INCLUSION IN THE WORKPLACE

- Diversity is the state of people who are of different races or who have different cultures in a group or organization.
- This includes the acceptance and respect of others that are different from us/you. This includes race, gender, cultures, sexual orientation, religious beliefs, socio-economics, age, physical disabilities and so on
- Diversity in the workplace is the above but also things not in the Title VII protected class categories
  - Mindset
  - Skill/Experience
  - Creativity/Style
- One can correlate workplace and Title VII diversity interchange based upon how a person comes with that mindset, skill, experience, creativity, etc.

# DIVERSITY/INCLUSION IN THE WORKPLACE



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- There is obvious offensive language and behavior.
- There is what to be conscience of because of your environment/audience.
- Their disrespect is their reality. Understand their reality, culture, mindset, etc.

**People are different in many ways but it all comes down to respecting those differences.**

**Be open about differences and learn from them.**

**Watch movies, engage with differences, learn, and/or read magazines about different groups.**

**ASK YOURSELF WOULD THIS OR COULD THIS BE OFFENSIVE TO A REASONABLE PERSON – NOT LIKE ME?**

# DIVERSITY/INCLUSION IN THE WORKPLACE

## READY MADE SALAD

- Typically, what is in a salad?
- What do you like? Don't like?
- Each ingredient, vegetable, shapes, textures, etc. makes it a salad.

**What makes a balanced team?**

**You need a variety for it to be complete/successful?**

**What are you uncomfortable with?**



# DIVERSITY/INCLUSION IN THE WORKPLACE

**The most important things to remember are:**

1. Take pride in your own uniqueness.
2. Welcome and value others as individuals. Everyone brings value to the table. You should find it.
3. Embrace, respect and enjoy the similarities and more importantly the differences.

# WORKPLACE SCENARIOS

- **How should a PM build a culture of inclusiveness in their project team?**
  - Be open; who is the most qualified? Who brings innovation/change? What do I need to accomplish this project? Who brings this? Who will need development but brings value?
- **If someone says something inappropriate at a team meeting run by a PM how should the PM react?** Should the response be different if it's face to face meeting rather than a virtual meeting?
  - Something should be said. It all depends what is said, audience, logistics.
- **How to distinguish between non-serious jokes and something that could offend?**
  - Simple, if you have to distinguish, don't joke. Know your audience, even if they are comfortable with you
- **My team is diverse but I don't think that everyone feels they have an equal role. What can I do to help people collaborate better together?**
  - Be clear about your objectives, goals, roles. Roles should not be equal. They should be balanced to achieve the best results.
  - What do your other team members bring to the table as contribution?