Developing an Effective Diversity and Inclusion Program

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Marlene E. H. Hammond
M.S. in Leadership
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An Evolving World

- **1954**: Brown vs. Board of Education
- **1964**: Civil Rights Act
- **2016**: 67% of organizations had a diversity training program (Alhejji et al. 2016)
- **2020**: Black Lives Matter Movement
- **2021**: US Census Bureau reported the Diversity Index of the country increased by 6.2% since 2010 (2021)

- **2021**: 256 of Fortune 500 companies reported racial and ethical data. Only 22 of those companies had more robust diversity reporting (Quiroz-Gutierrez, 2021)

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APPROACH

Research conducted on several peer reviewed publications and scholarly sources
✓ Historic Events
✓ Effective programs
✓ Ineffective programs

Literature Review Completed
✓ Five core themes
✓ Categorized information gathered

Analysis of information
✓ Conclusions
✓ Gaps
✓ Recommendations
CONCLUSIONS AND RECOMMENDATIONS

Effective programs include 5 components

- Investment of Resources
- Employee Involvement
- Leader Supported
- Results Measured
- Continually Evolving

Some organizations will adopt 1 or 2 of these components but few will adopt all 5.
“Leadership is not about being in charge. Leadership is about taking care of those in your charge.” – Simon Sinek
FURTHER RESEARCH

Diversity & Inclusion

Continually Evolve

Measuring Results

Diversity & Inclusion

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References


Questions?

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