Developing an Effective Diversity and Inclusion Program

Marlene Hammond
Granite State College

Follow this and additional works at: https://scholars.unh.edu/ms_leadership

Recommended Citation
Hammond, Marlene, "Developing an Effective Diversity and Inclusion Program" (2021). M.S. in Leadership. 16.
https://scholars.unh.edu/ms_leadership/16

This Capstone is brought to you for free and open access by the College of Professional Studies Granite Division at University of New Hampshire Scholars' Repository. It has been accepted for inclusion in M.S. in Leadership by an authorized administrator of University of New Hampshire Scholars' Repository. For more information, please contact Scholarly.Communication@unh.edu.
Developing an Effective Diversity and Inclusion Program
Marlene E. H. Hammond
M.S. in Leadership
Fall 2021

Granite State College
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)
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

Granite State College
References


Questions?