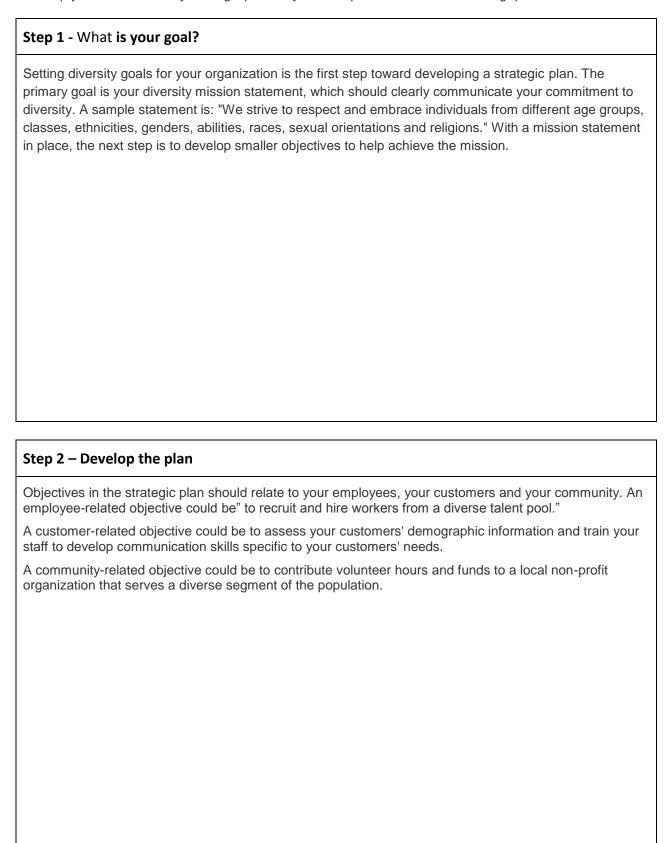




Workplace implementation draft

To help you draft a diversity strategic plan for your workplace answer the following questions:



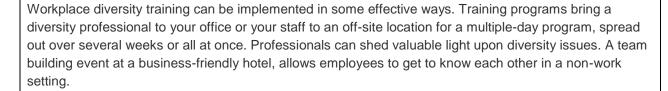


Workplace implementation draft continued...

Step 3 – Implement the plan
Launch your diversity strategic plan with an all-employee diversity meeting where you go over the plan with your team and answer their questions. Ask all your employees to commit to work on one area of the plan employees, customers or community to help achieve the objectives. Each employee should have a clear vision for his participation in the plan.
Step 4 – Measure results
Periodically measure your progress against your goals. Ask employees to report on their activities under the diversity strategic plan. Revise your goals if you need to, either to move to the next step if you achieved the goal or to simplify the goal if it was too grand or ambitious to realistically achieve.



Step 5 - Implementing Diversity training in your workplace



Step 6 – Monitoring progress – warning signs for Managers

Diversity in the workplace often faces extreme resistance from employees. For diversity to thrive, managers must be able to spot this resistance and put an end to it. Resistance comes in many forms and behaviours. A resistant employee is quick to think that unearned benefits are being showered upon certain people or promotions are being given to meet a quota. The employee becomes frustrated with being required to be politically correct and, while outwardly willing to participate in diversity training, still feels wary about the process and possibly even disagrees with it. A resistant employee may start rumours about things he/she thinks are unfair and causes unrest in the workplace. This person can be damaging to office morale. The employee doesn't take diversity training seriously, going through the motions but making jokes and being distracting along the way. A resistant employee acts inconvenienced by teambuilding exercises.

Step 7 – Prevention / Solution

Resistance is powerful, but your effort to encourage positivity can be, too. Several ways to address diversity resistance exist and could make all the difference in the office.

Emphasize all employee differences--not just race and sex--as issues of diversity.

Put everyone's differences on the same level, whether age, religion or background, will help people see that everyone is different in their own ways.

Share the company's vision for diversity with employees.

Communicate, communicate and communicate more with staff – often plans are implemented without communicating them to the staff. Keeping everyone in the loop will prevent resistance. Make sure all management personnel are on board. If upper management does not seem interested in diversity, employees are likely to not take it seriously.

Keep an open door policy. Tell employees that if they have a concern, they can talk to management anytime they want. This will keep issues on the table and not in the staff room. Be consistent with diversity training. Facilitate regular diversity meetings and keep it fresh on everyone's minds.