

## **2008 Wisconsin State Leadership Conference Diversity Session Follow-Up and Questions**

### **1. What can you do, as an HR professional, to influence this work or make a difference?**

- ❑ Demonstrate the value of HR as a strategic business partner because I believe it's all about the people! Also tap into the employees at our company to solicit feedback and input because they are the eyes and ears of our operation.
- ❑ Generational education/awareness within workforce.
- ❑ Evaluate the need for diversity, present state and need to increase awareness.
- ❑ At companies can be performed as the "flavor of the month" which is not good. Walk the walk, talk the talk.
- ❑ Understanding what diversity is...
- ❑ Need to being in other backgrounds vs our own.
- ❑ Promote a diversity initiative with senior management support.
- ❑ Make sure we are serving the community and our own companies.
- ❑ To put the idea into action.
- ❑ Creating goals/committees. Tap into any possible resources.
- ❑ Through education and communication of trends to members and community.
- ❑ Plan, organize, lead, control (POLC)
- ❑ Call Amy Collett or Laurie McIntosh.
- ❑ Understand trends of community and then do something.
- ❑ Invite to table, hear what they think.
- ❑ Lead charge in educating leadership or what is diversity and how important it is to the company.
- ❑ Reach out to minority associations in hiring minorities in our companies.
- ❑ Diversity on the map.
- ❑ Champion or lead – start talking about it.
- ❑ Business case vs the right thing to do.
- ❑ Recognize D in Diversity population.
- ❑ Connecting with people.
- ❑ Ask the questions.
- ❑ Support and encourage open ended brainstorming to gather a variety of perspectives.
- ❑ Provide information (articles or trainings) to staff regarding building relationships with people that think different (generational).
- ❑ Educate and encourage diversity at work, it's more than the "protected classes".

### **2. What can you do, as a Local HR Chapter, to influence this work or make a difference?**

- ❑ We need to advertise, promote our chapter, our strength, expertise, etc. Be more proactive with outreach and let businesses know we're here!
- ❑ Focus groups of business owners and others in community to determine needs and wants in furthering the local diversity issues.
- ❑ Educate, get the information out there for community business leaders.
- ❑ Strengthen relationship with Chamber.

- ❑ Become involved with multicultural center under development.
- ❑ Start small, work with other chapters.
- ❑ Increase visibility/more effort to marketing through newspapers to attract and retain members.
- ❑ Utilize resources from National SHRM.
- ❑ Diversity efforts combine with business goals (Spread the word, Be on the forefront of this).
- ❑ Establish goals and objectives in relation to the mission/vision of the chapter.
- ❑ Agenda item at every board meeting and share/highlight what their company is doing in regards to diversity.
- ❑ Stronger partnership with Chamber – help them to promote diversity.
- ❑ Keep diversity on chapter meeting agendas.
- ❑ How can chapter promote diversity in small ways – above and beyond annual training.
- ❑ Initiatives within the chapter.
- ❑ Resources available (info on diversity – how to put it into place)
- ❑ Publicize and market.
- ❑ Position yourself to become the expert.
- ❑ Need to get diversity on the current path vs the past of the past.
- ❑ Advertise Diversity meeting.
- ❑ Offer educational seminars.
- ❑ Get out in the community more make SHRM and chapter know locally.

### **3. What can we do, as a State Council, to influence this work or make a difference?**

- ❑ Not sure. I am new to the SHRM board so I need more time to understand structure of our organization.
- ❑ Work together to join the efforts of the communities to make a stronger collective unit.
- ❑ Training to the local boards.
- ❑ Have chapter diversity coordinators be a subchapter.
- ❑ State Council to promote themselves and to be more visible and proactive. Reach out to local chapters on a regular basis.
- ❑ Others will model after successful efforts.
- ❑ Enhance diversity theme at State Conference.
- ❑ Share best practices, list resources.
- ❑ Communicate to chapters on their diversity ideas and mentor chapters in taking diversity to next level.
- ❑ More networking.
- ❑ Engaging all the Chapters.
- ❑ Sharing best practices.
- ❑ Increased sensitivity.
- ❑ Tools to promote diversity.
- ❑ Provide resources and training.