

# ACTIVITY | Jump-Start Diversity Initiative



**GOAL** | To foster a more diverse workplace.



**RELEVANT FOR**

- Executive
- Middle Manager
- Supervisor



**DESCRIPTION** | Develop and implement a plan to welcome and honor a diverse workforce.

Diversity includes race, gender, and ethnicity. Yet also consider other differences, including generation, religion, sexual orientation, educational background, and lifestyle.

What can you and your program do to maintain a workplace where all types of diversity is honored? Initiate a diversity initiative at your program with the goal of a more diverse workforce. Consider starting with an assessment (see Activity: Diversity Assessment) to determine your own and your program's starting place. Some ideas for a diversity initiative include:

- Revamp recruitment practice to advertise positions in non-traditional channels.
- Conduct a visual assessment of the images presented at your program. Do pictures depict diversity? How could the variety of images be improved?
- Engage in outreach to various community entities representing diverse populations. Find out about their missions and services and exchange information about your program and potential partnerships and collaboration.
- Develop a mentoring or leadership program specifically aimed at Black, Indigenous, and staff of color.

Your chosen initiative could be big or small in scope, the point is to engage in a purposeful activity to jump-start diversity at your organization.



**MORE INFO**

[Creating an Inclusive Team Culture](#)

[Promoting Racial Equity Through Workforce & Organizational Actions](#)