



**DiversifyNow**

More Diversity in Organisations

# Diversity Journey

# Diversity Journey Description

## **Description:**

The Journey should help with the situation analysis. Where do we stand on the journey towards more diversity? Do we in the company already have an awareness of it or are there still arguments against it? The Journey can help to classify the situation and gives an overview of the typical thoughts, feelings, arguments on the journey as well as ideas for dealing with them.

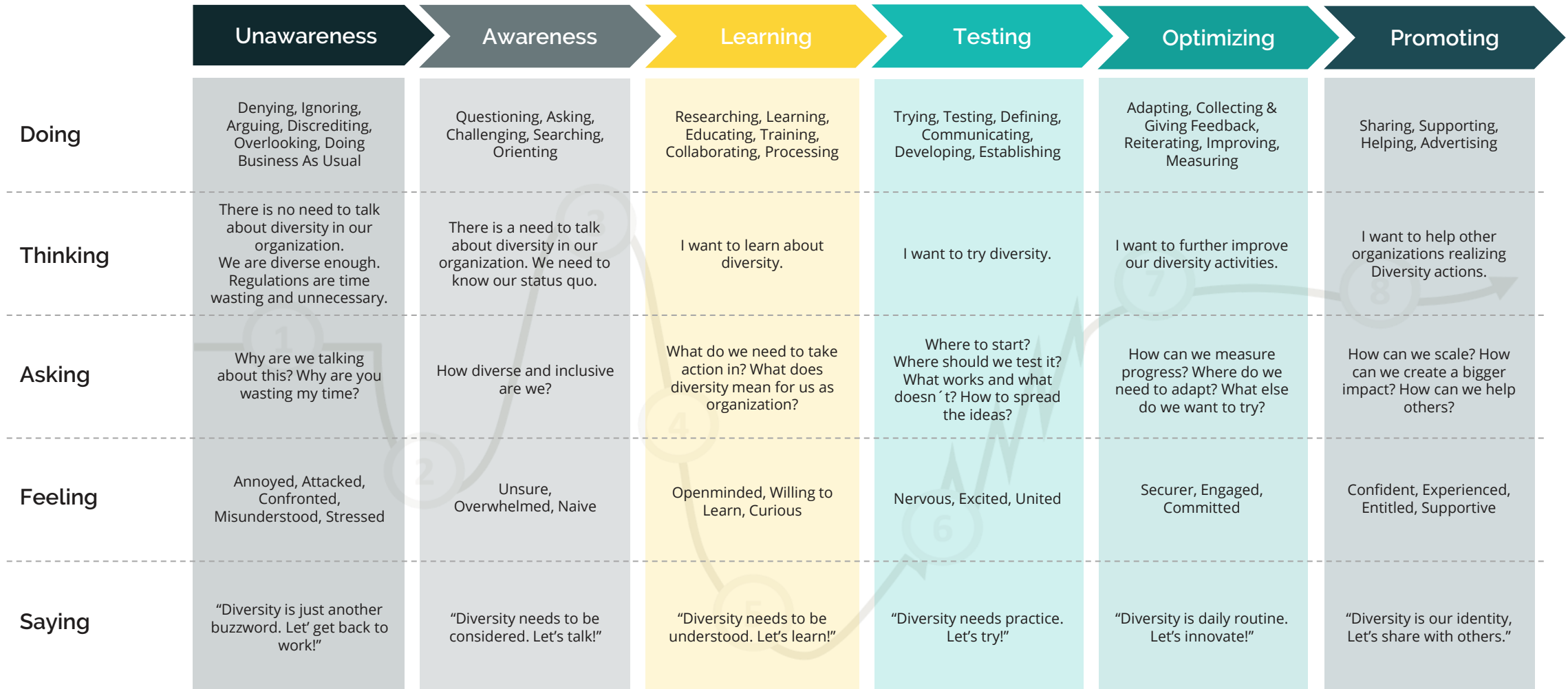
## **Assistance:**

- Execution of the situation analysis
- Development of measures and objectives
- Provision of orientation and overview

## **In Practice:**

- Reading through for your own orientation
- Self-reflection: Where do I place myself?
- Share with colleagues\* and compare with each other: Where do we fit in?
- Use in workshops for goal development

# Diversity Journey

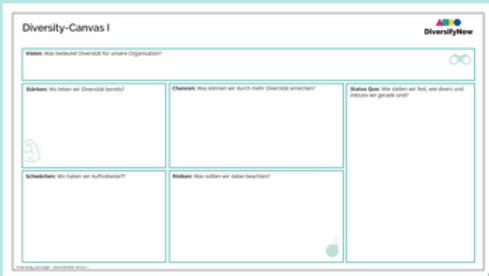


# Diversity Journey



	Unawareness	Awareness	Learning	Testing	Optimizing	Promoting
Arguments	Our competition is doing it as well; We might get left behind	Higher performance of diverse teams; labour shortages; higher creativity; higher employee satisfaction and retention	We can just start with one project/team; We can draw on experts, no need to reinvent the wheel	Employee engagement increases	Employee satisfaction increases	Employee retention increases, We are an attractive employer; We are an industry leader
Actions	Show facts, figures and best practices; Get human resources on board; Seek for promoters, avoid destructive nay-sayers.	Get top management on board; Evaluate status quo	Set up organizational frame Define dimension to tackle, pilot project / team & first actions; Conduct workshops & trainings; Ask employees	Establish feedback loops for employees & management; Include more teams/ people; Share testing results and learnings; Start further projects	Scale tested ideas; Incorporate employee feedback; Adapt organizational frame and action plan	Standardize frame, ideas & projects; Constantly share dos and don'ts internally and externally; Set up community
Tools	<u>Playful diversity tests</u> <u>Best practices</u> Playful diversity workshops	<u>Diversity readiness checks</u> Supporting coaches, <u>Personas, Process, Layers</u>	Vision and mission statements; Action plan; Employee surveys; Trainers, <u>Action Fields, Canvas</u>	Agile project management; <u>Retrospectives</u>	Fuck up nights; <u>Retrospectives</u>	Diversity promoters for departments; Diversity days/ events; Blog; Employee platform
KPIs	Number of supporters and promoters	Degree of diversity in specific fields; Ratios for each diversity dimension like gender, ethnical heritage or language	Communicated vision, mission and action plan with organization; Employee satisfaction: Ratios for specific diversity dimensions	Number of realized projects; Number of included teams; Number of retrospectives Engagement Rate	Employee satisfaction, Employee retention; Time to completion of new projects	Number of external talks; Employee satisfaction, Employee retention
Inspiration	<u>Diversity Studies</u>	<u>How a coach might help you</u>	<u>The Diversity Vision Statement</u> <u>Examples</u>	<u>Library of facilitation techniques</u>	<u>How to track diversity</u> <u>How to measure diversity</u>	<u>Active Promoters of Diversity</u>

# Further Diversity Tools

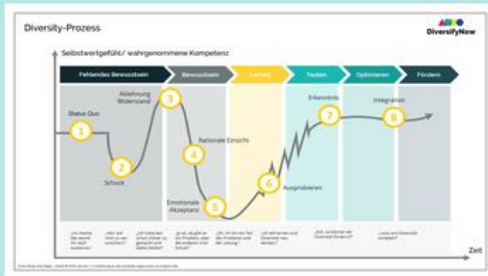


**Diversity Canvas I**

Wie ist die aktuelle Diversität für unsere Organisation?

Stärken: Wo sehen wir Diversität bereits?  
 Chancen: Was können wir durch mehr Diversität erreichen?  
 Risiken: Was sehen wir bei, was Diversität mit sich bringen könnte?  
 Schwächen: Wo haben wir Aufholbedarf?  
 Risiken: Was haben wir dabei beachten?

**Diversity Canvas**



**Diversity-Process**

↑ Selbstwirksamkeit/ wahrgenommene Kompetenz


Veränderung beabsichtigen → Bewusstheit → Handeln → Optimieren → Finden

Stufe Quo → Ablehnung Widerstand → Entschlossenheit/ Akzeptanz → Integration → Finden

1. Schock 2. Entschlossenheit 3. Akzeptanz 4. Integration 5. Finden

Zeit

**Diversity Process**



**Die Unverbessertlichen**

**Messung**

Wie ist die Veränderungsbereitschaft? groß

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Wie ist die Veränderungsbereitschaft? groß

**Im Veränderungsprozess**

**Zur Journey**

**Diversity Personas**

# Contact



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Do you have questions or suggestions for improvement?  
Please feel free to write to us, we look forward to your feedback:

<https://en.diversify-now.de/kontakt>