



Diversity Action Fields

Diversity Action Fields Description

For every company, diversity means something different depending on the type of organization, its activities, the situation, etc. A company from an industrial sector in the Ruhr area faces different challenges than an IT company in Berlin. However, both should record how diversity is reflected in their corporate vision and mission.

Leadership:

What does leadership mean to us? How can we use it to promote diversity?

Processes:

How do we structure our work? Do our process standards and designs promote diversity? Are those responsible representative of all employees?

People:

Do we promote diversity through our selection, evaluation and development of employees? Do we have enough and the right feedback channels for minorities in the company?

Work Action:

How do we shape our cooperation? Do our working hours, locations and structures hinder diversity?

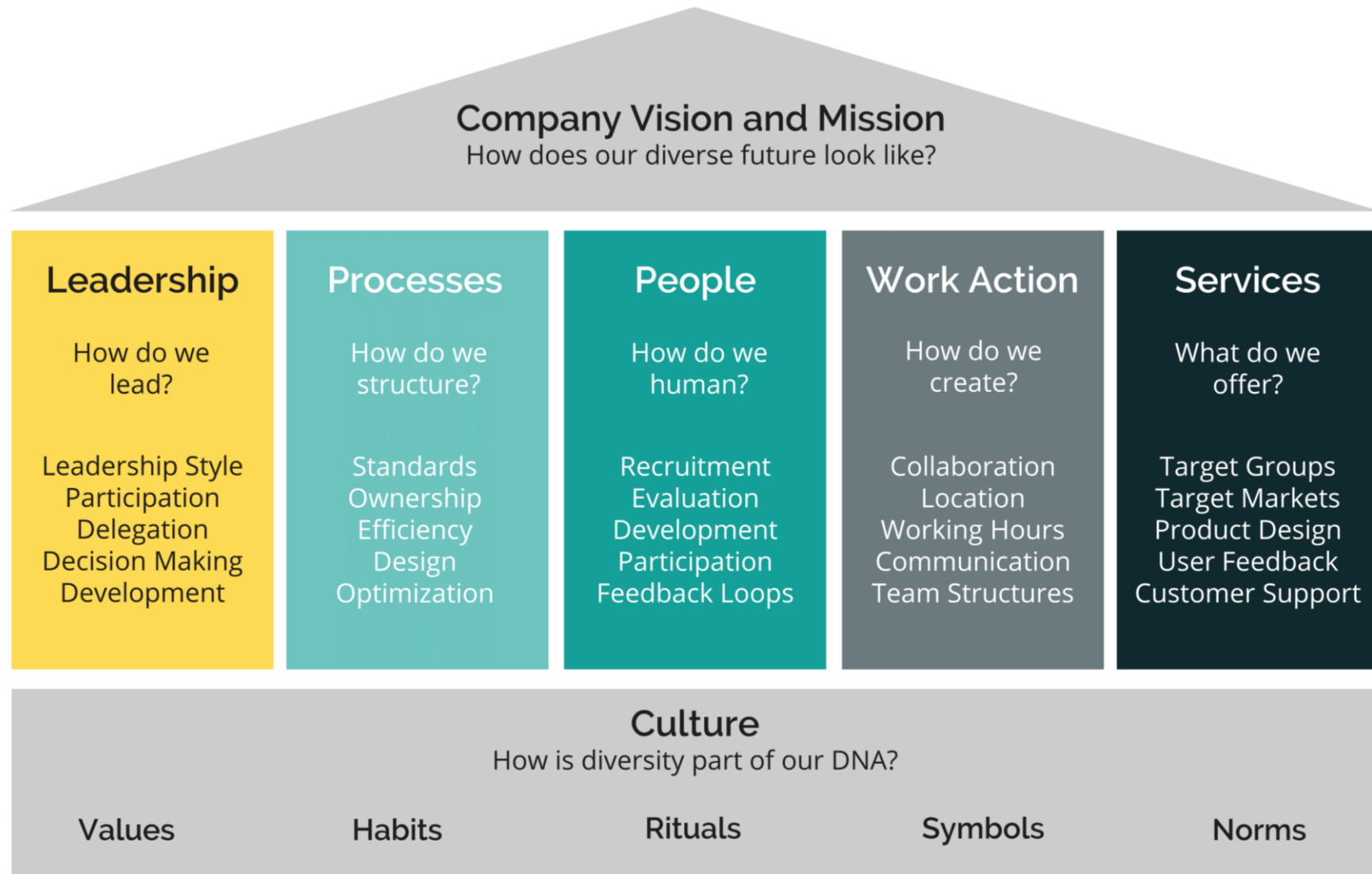
Services:

Which markets and target groups do we address with the products we offer? Is every feedback taken into account?

Culture:

Diversity must be exemplified and must be felt by all employees living together. What corporate values, rituals, habits and norms might stand in the way of this goal?

The fields of action should be a first point of reference for dealing with the levers for more diversity and can be used as a checklist for your own company.




Further Diversity Tools



Diversity Journey

The Diversity Journey tool is a comprehensive framework for diversity implementation, structured into six sequential phases: **Entwickeln** (Develop), **Verankern** (Anchor), **Leben** (Live), **Teilen** (Share), **Optimieren** (Optimize), and **Verändern** (Change). Each phase includes specific tasks, guiding questions, and key messages. The tool is presented as a detailed table with a color-coded header for each phase.

Diversity Journey



Diversity-Canvas I

This tool is a strategic canvas for diversity, consisting of a grid of six boxes. The top row contains three boxes with the following questions: "Wievie viele Mitarbeiter Diversität für unsere Organisation?", "Bleiben wir oben im Diversität-Bericht?", and "Bleibt das, was wir oben im Bericht, was Diversität ist, oben und unten im großen Bild?". The bottom row contains three boxes with the questions: "Schnelles im Leben im Aufholbedarf?", "Bleiben wir oben im Aufholbedarf?", and "Bleiben wir oben im Aufholbedarf?".

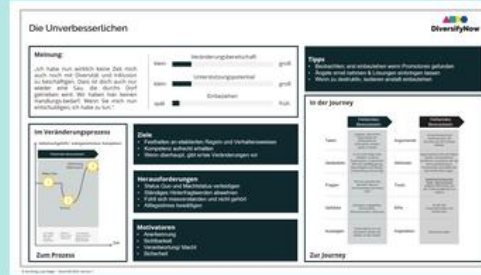
Diversity Canvas



Diversity-Prozess

The Diversity Process tool is a process model showing the progression of diversity implementation over time. The y-axis represents "Selbstwertgefühl / wahrgenommene Kompetenz" (Self-esteem / perceived competence), and the x-axis represents "Zeit" (Time). The process is divided into six phases: **Faktisches Bewusstsein**, **Verankern**, **Leben**, **Teilen**, **Optimieren**, and **Verändern**. A line graph shows the progression through these phases, with numbered milestones (1-6) indicating key points. Key milestones include: 1. Status Quo, 2. Abklärung Missverständnisse, 3. Rhetorische Einsicht, 4. Emotionale Akzeptanz, 5. Ausprobieren, and 6. Integration.

Diversity Process



Die Unverbesserlichen

This tool is a personality assessment for diversity implementation, titled "Die Unverbesserlichen". It includes a "Messung" (Measurement) section with a scale for "Veränderungsbereitschaft" (Willingness to change) and "Veränderungspotential" (Change potential). It also features a "Tipp" (Tip) section with advice on how to handle resistance. The tool includes a "Zur Veränderung" (To change) section with a checklist of actions and a "Zur Journey" (To the journey) section with a checklist of actions. The tool is presented as a complex form with various sections and checkboxes.

Diversity Personas

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Do you have questions or suggestions for improvement?
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