

Workplace Diversity Programs that Work

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National Academies Diversity, Equity, and Inclusion Summit

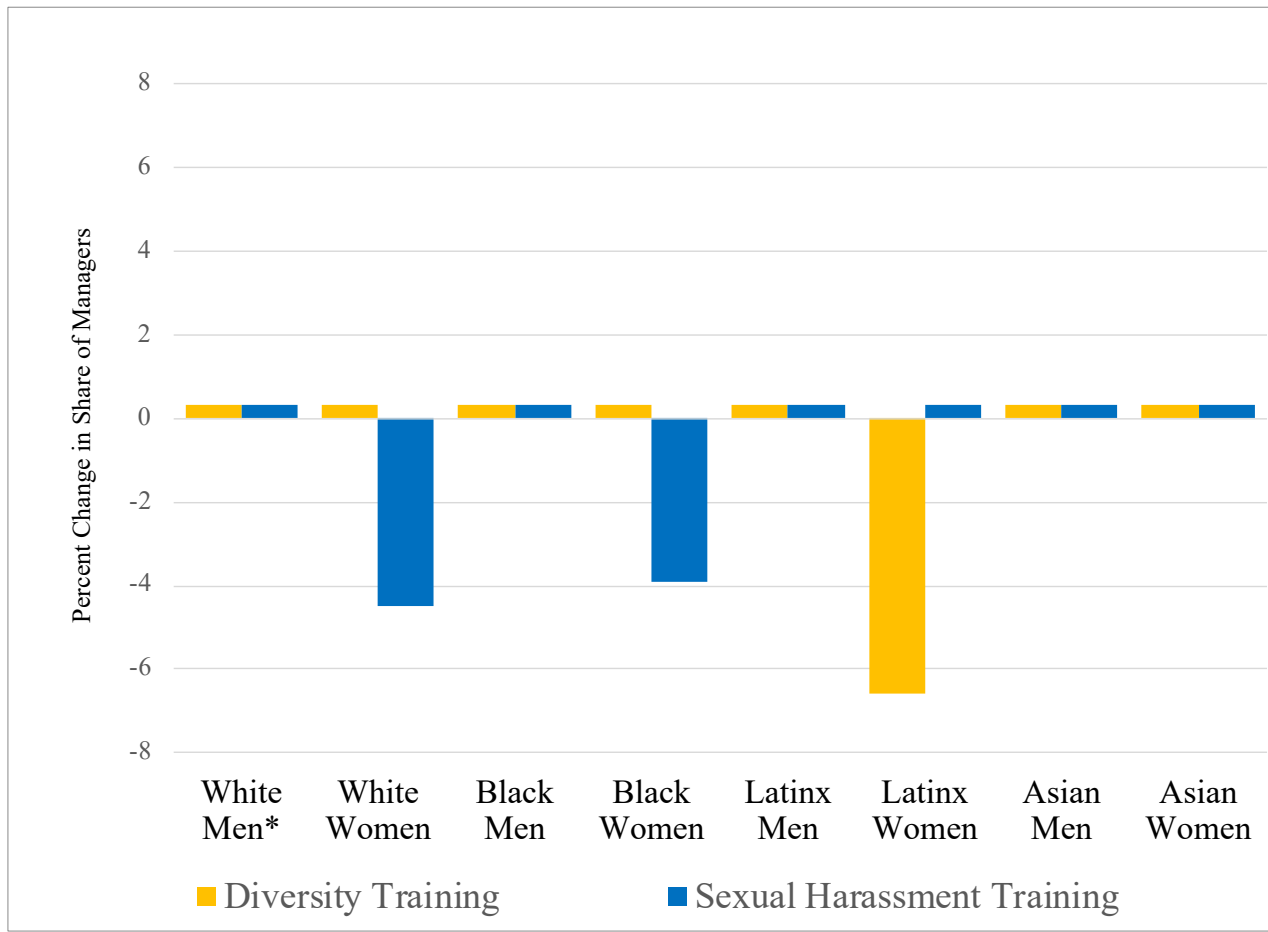
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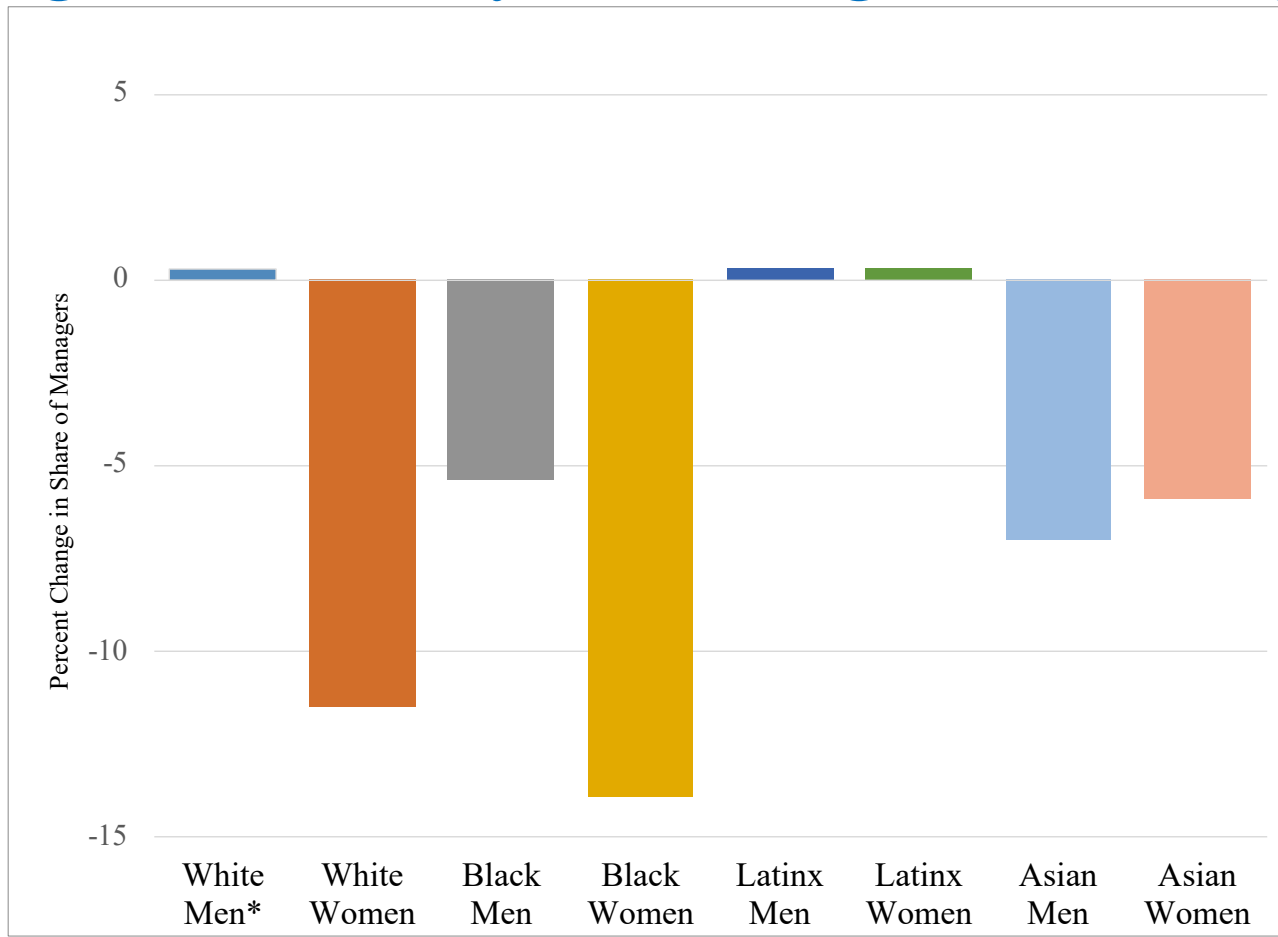
Quash Manager Bias

- Train Away Bias
- Regulate Bias
- Punish Bias

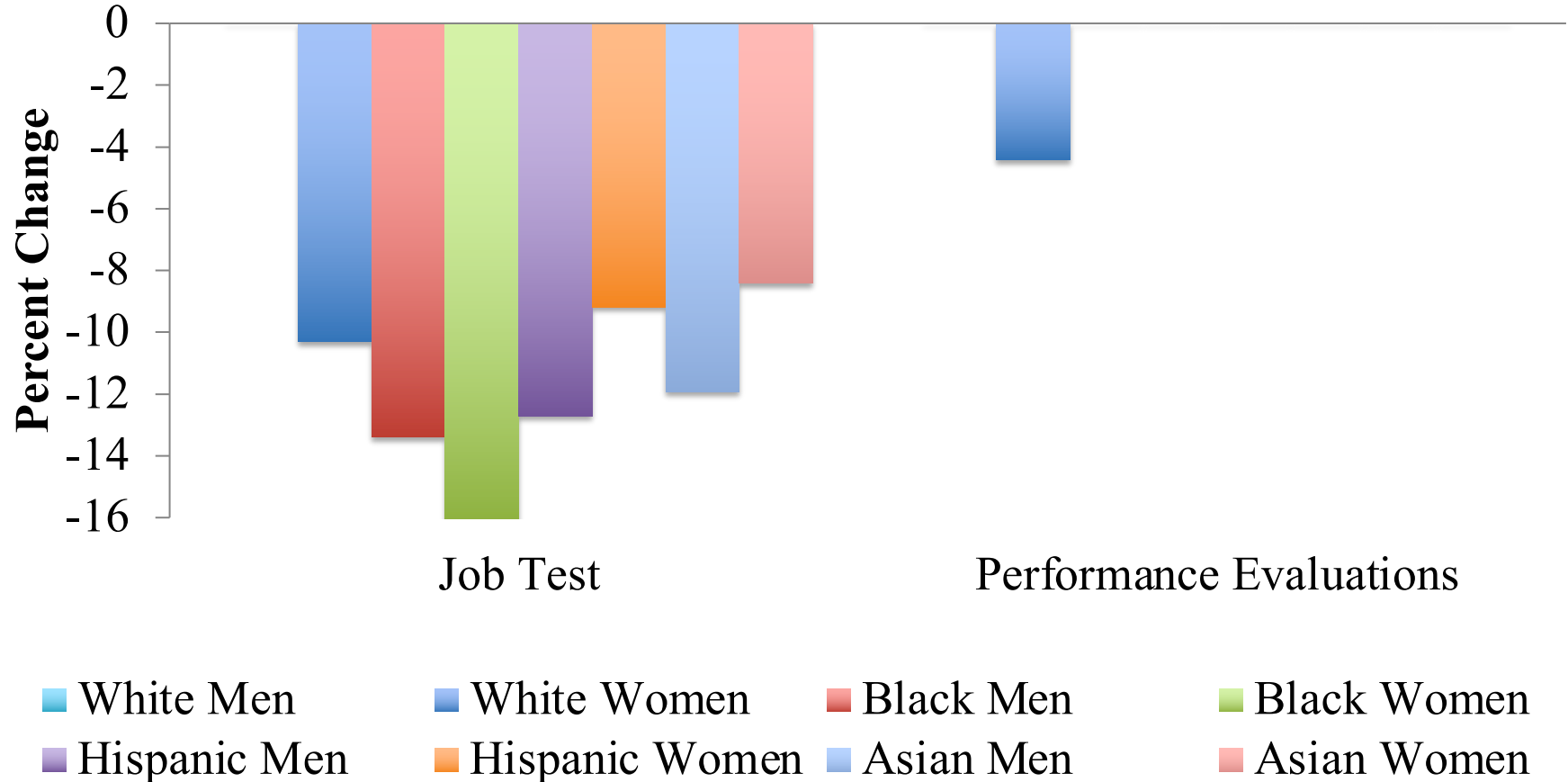
Training for All Employees



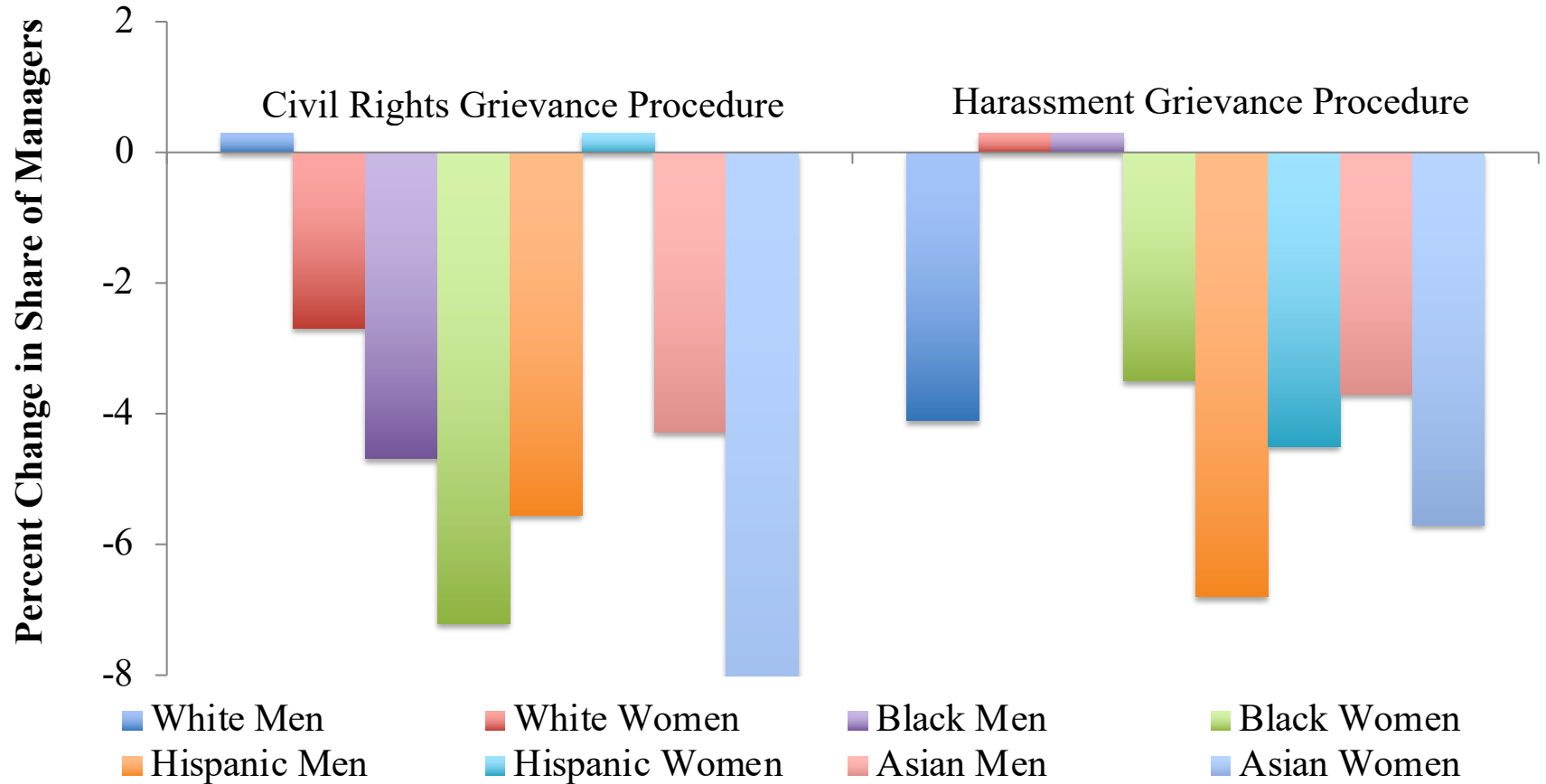
Legal Diversity Training for Managers



Regulate Bias



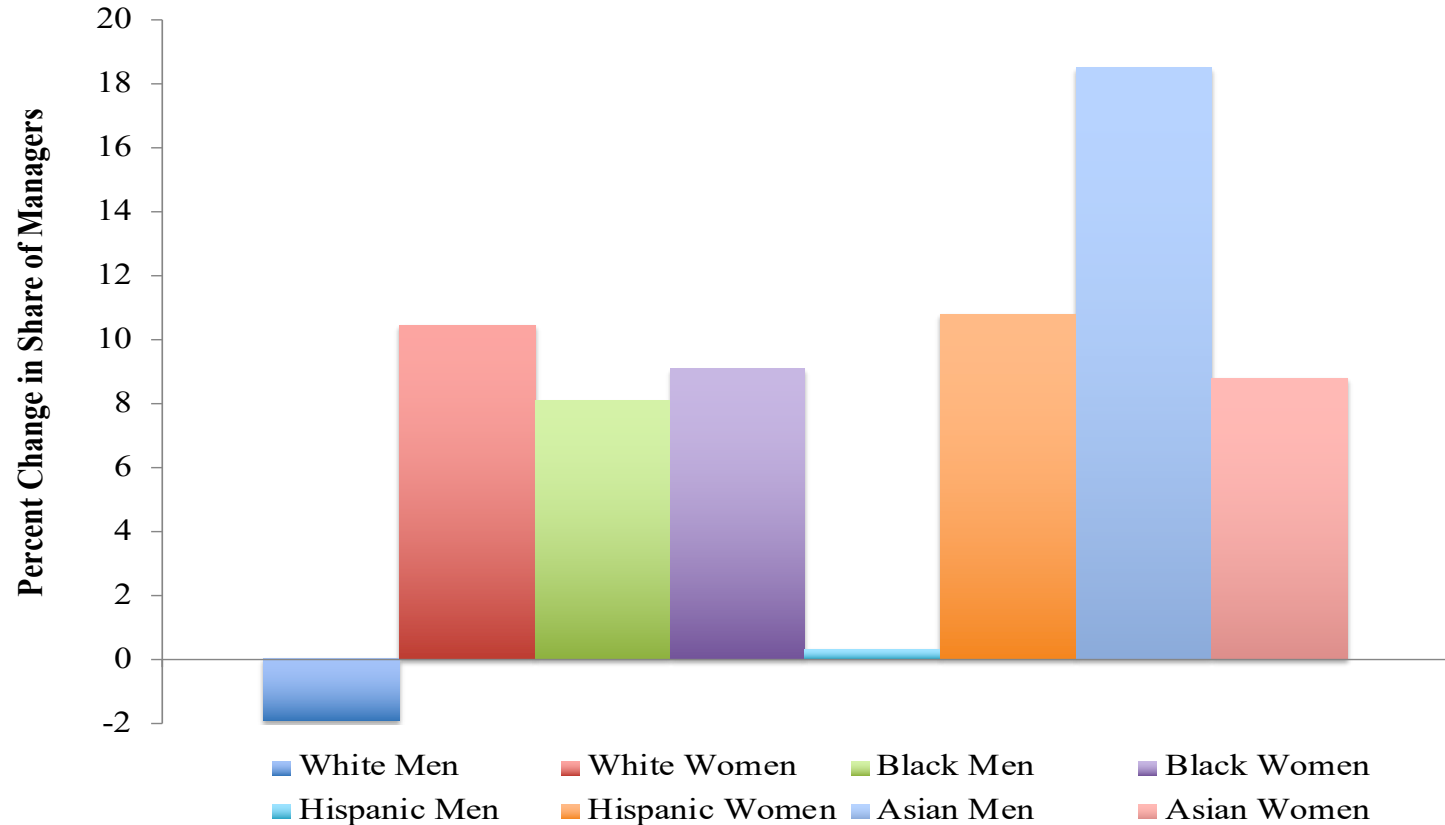
Punish Bias



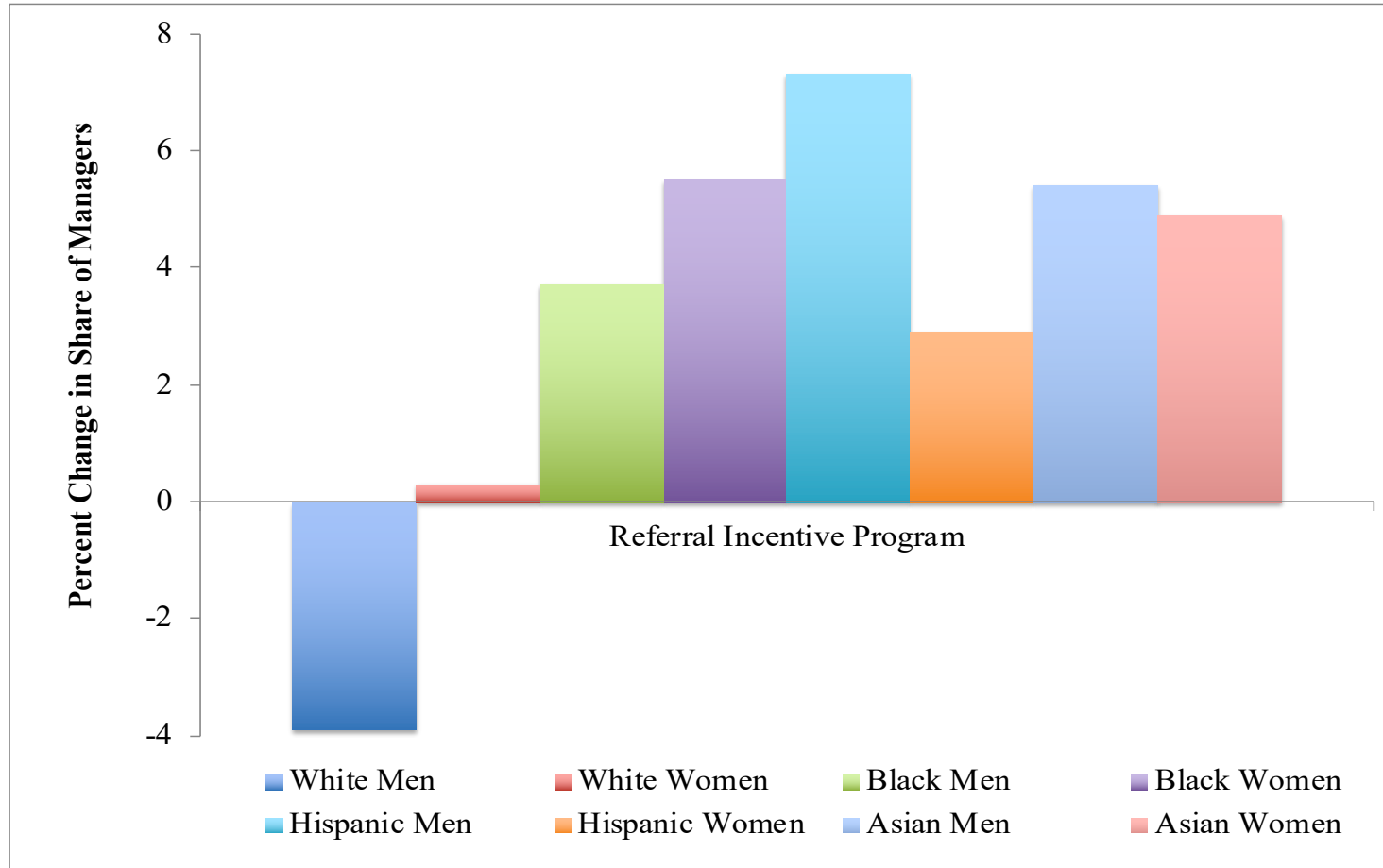
Democratize Career Systems

- Recruitment
- Mentoring
- Training
- Work-Life

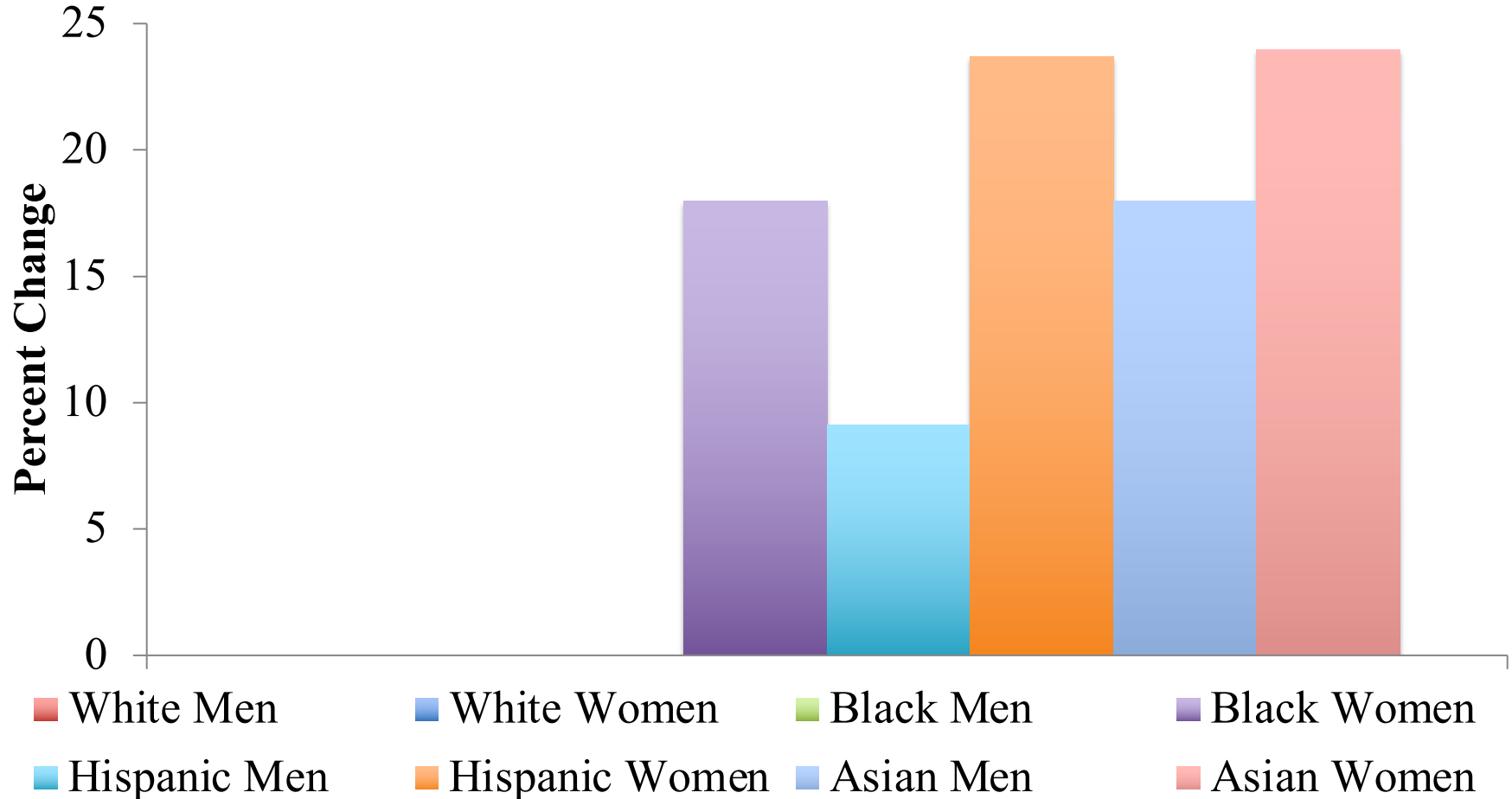
Targeted College Recruitment



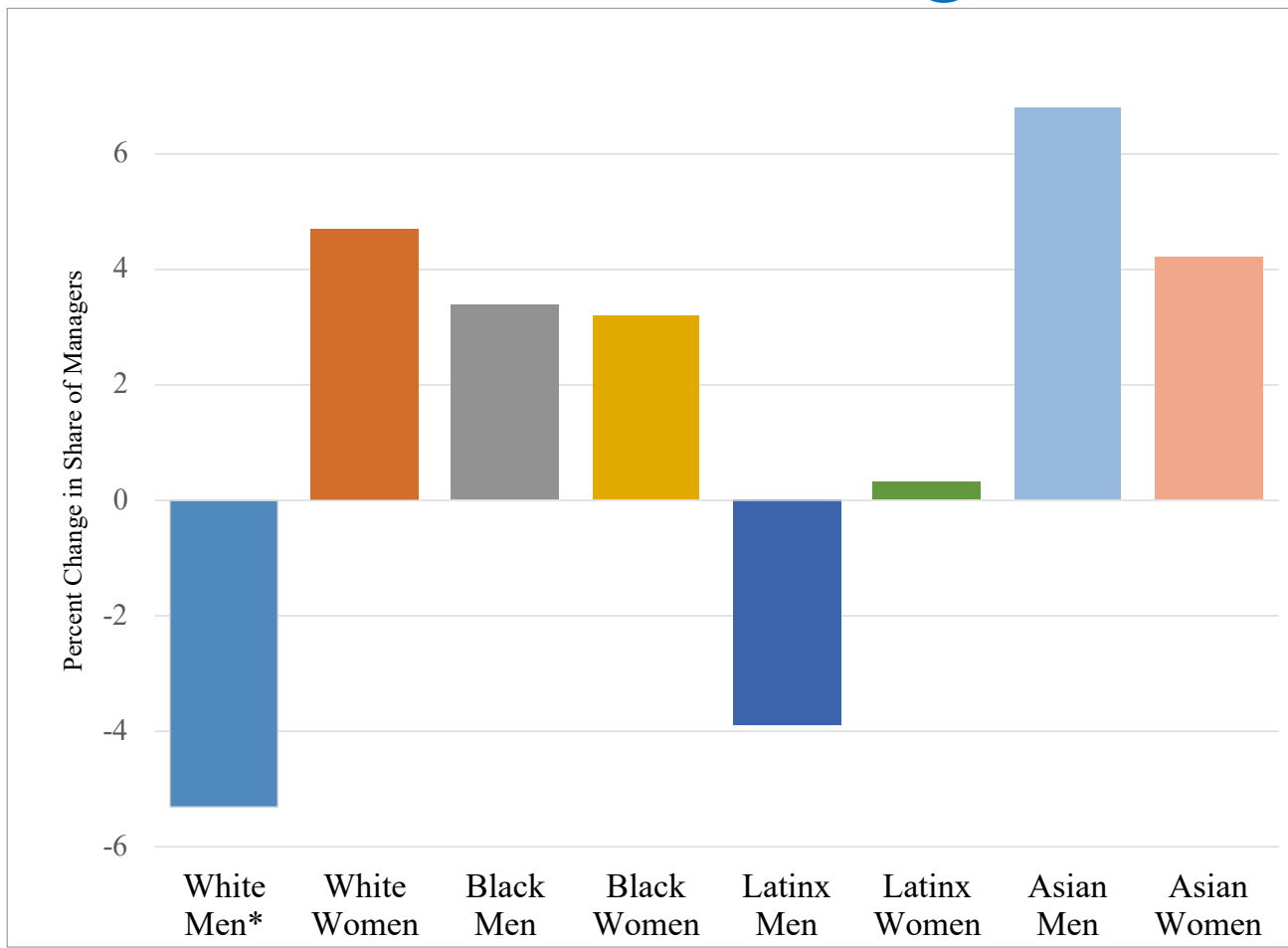
Referral Incentive Program



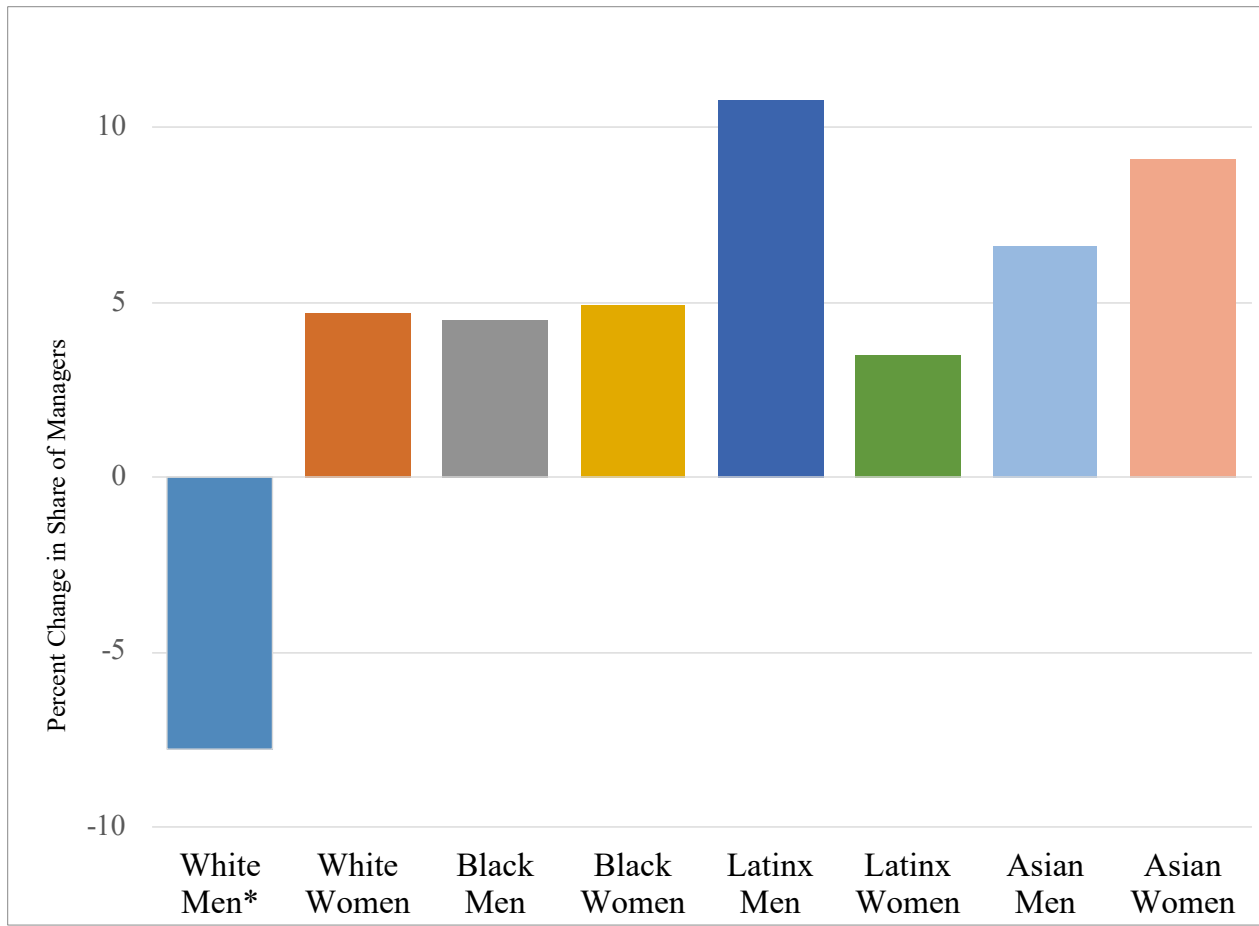
Formal Mentoring



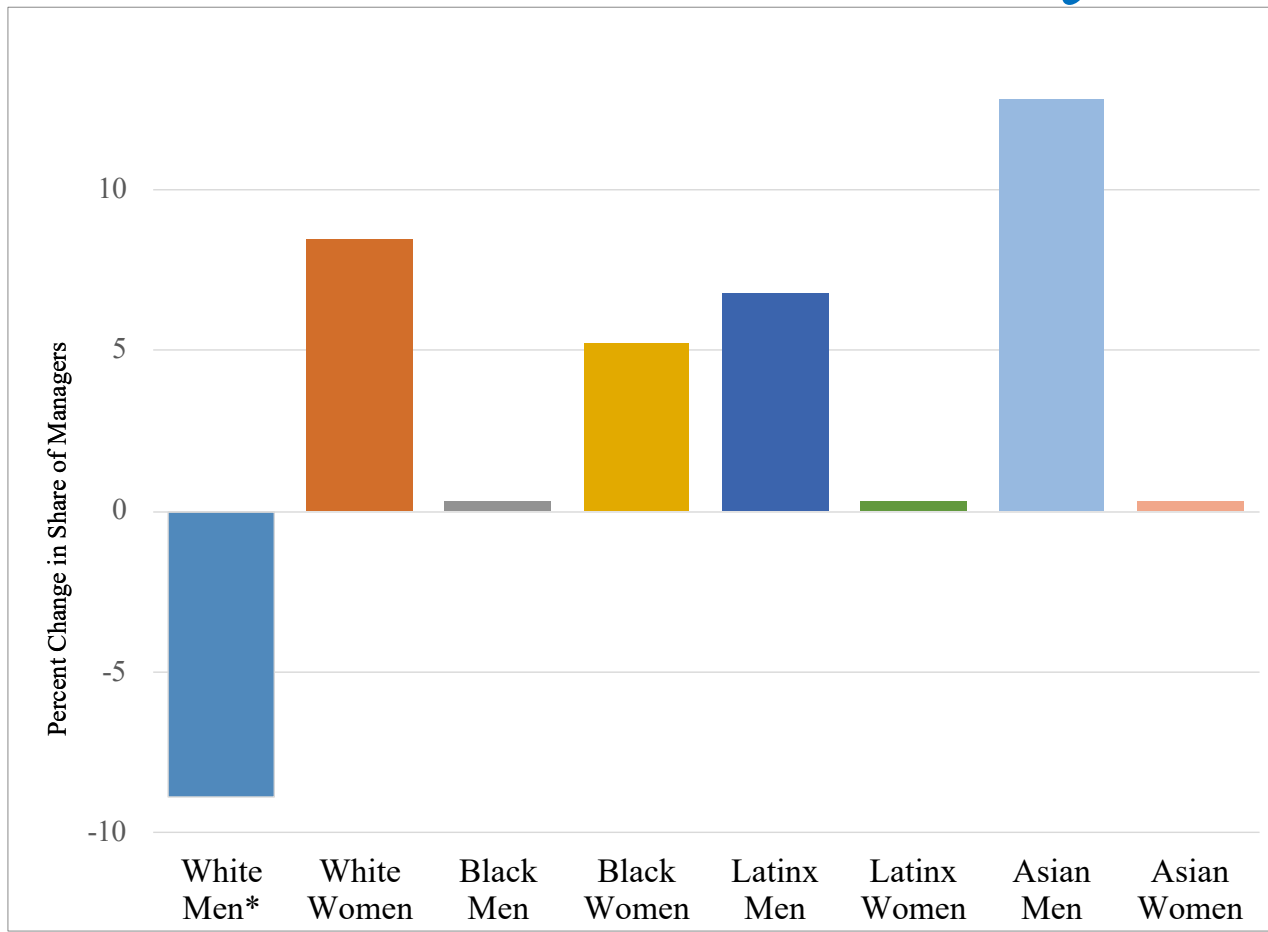
Cross-Training



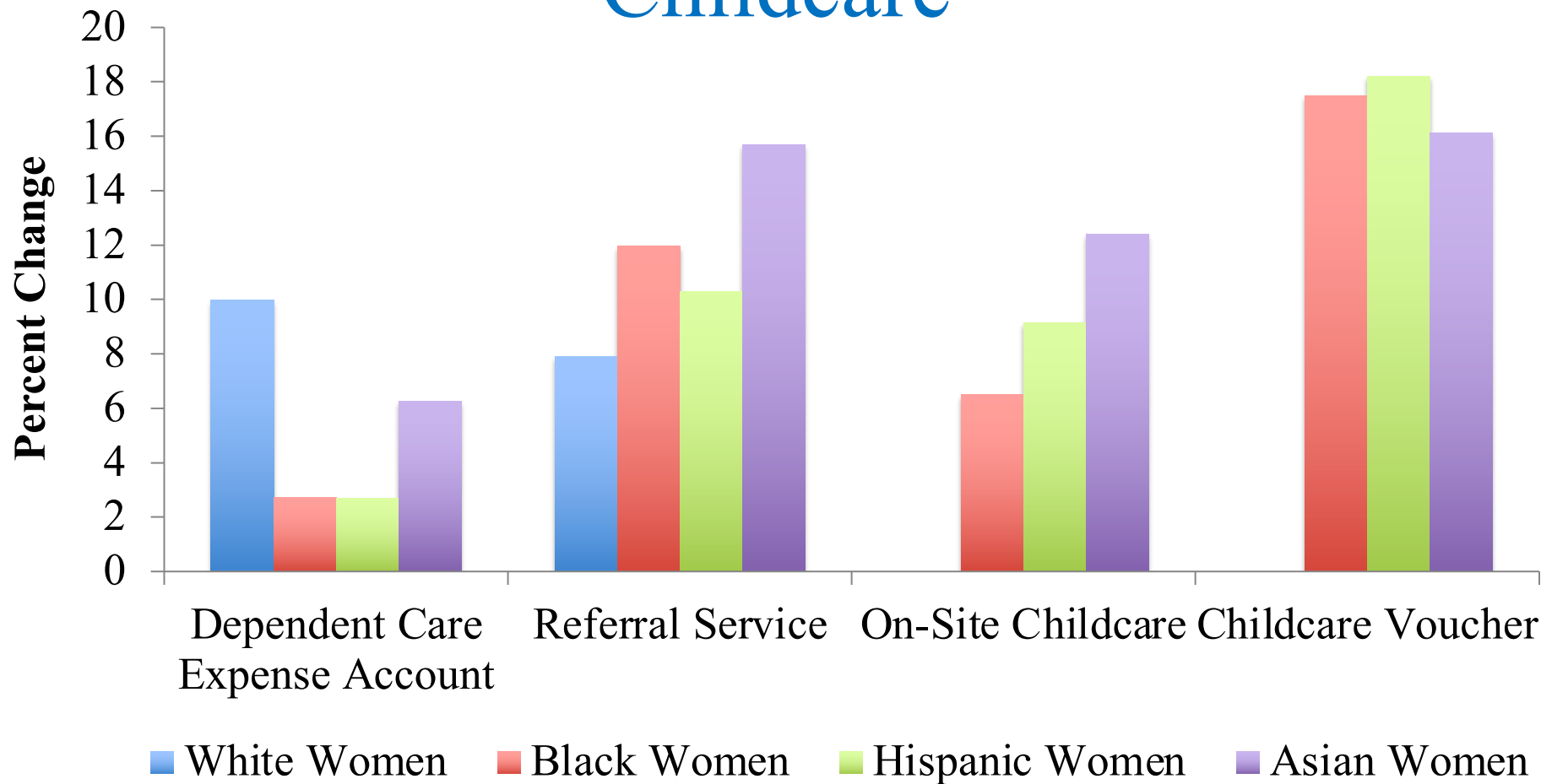
Flextime Policy



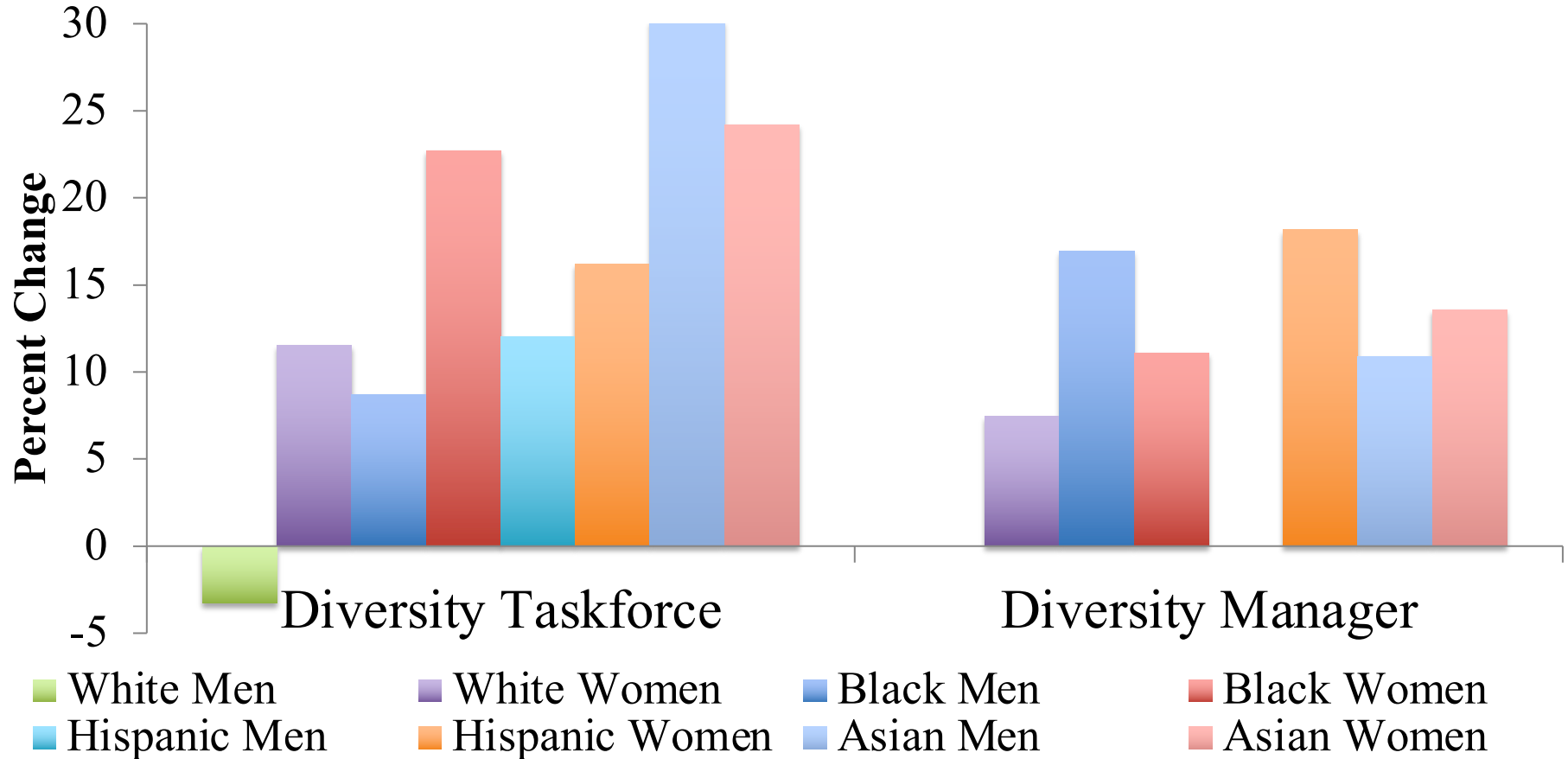
Parental Leave Policy



Childcare



Institutionalize Systems Change

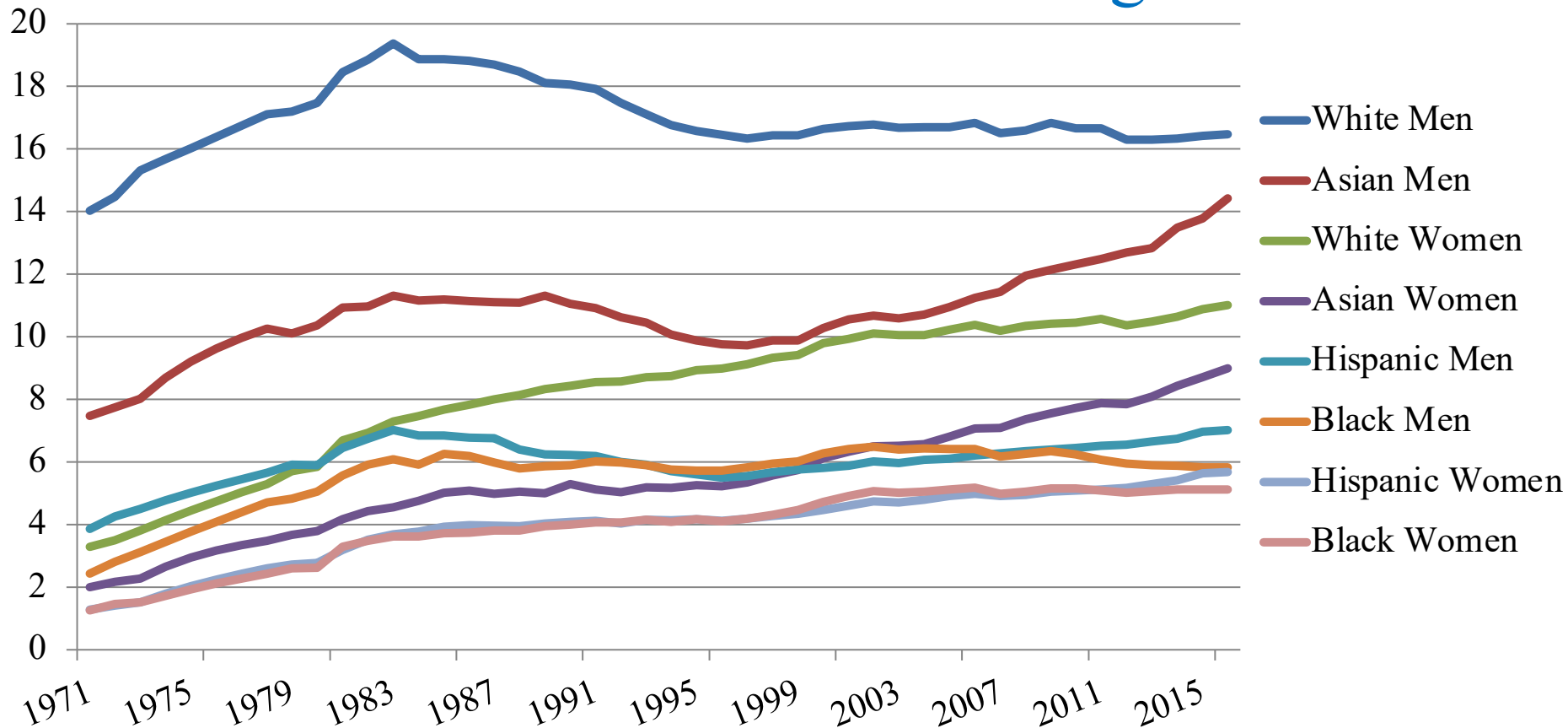


Conclusion

- ~~Quash Managerial Bias~~
- Democratize Recruitment
- Democratize Mentoring
- Democratize Training
- Democratize Work-Life
- Institutionalize Systems Change

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Percent of Workers in Management



Private-Sector Employers with 100 Workers (60M workers in 2011)

Managing Harassment

