

PERCOLATOR BREAKFAST

DEI in the Workplace

10.07.2021

Setting the Tone

- Our time together
- Get out what you put in
- Time at the end
- Slides will be provided

Outcomes



INTERACTION



HUMOR



THOUGHT
PROVOKING



RELEVANT



KEEP/THINKING

Relationships:

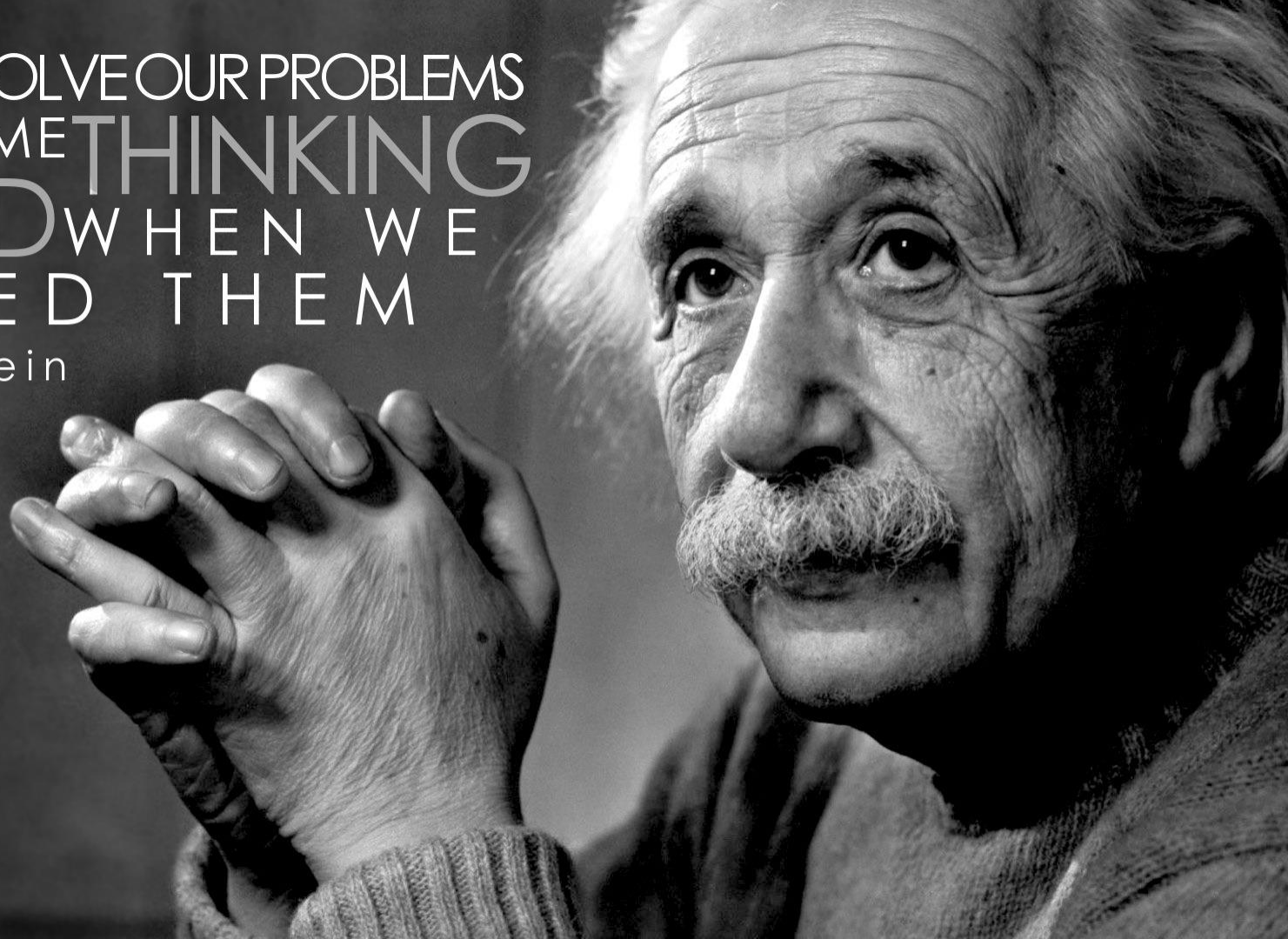
I am fortunate to have worked across many industries, facilitated many trainings and institutes for healing racism. What I have picked up from doing work around teams is that **all significant learning is done through relationships!**

Whatever is thrown your way – changes in people, policy, enrollment, etc. – is always easier to do with strong relationships.

Relationships Then & Now



WE CANNOT SOLVE OUR PROBLEMS
WITH THE SAME THINKING
WE USED WHEN WE
CREATED THEM
-Albert Einstein



Ken James

With nearly three decades of experience spanning a multitude of industries including non-profit, health care, and higher education, Ken is driven by his passion to initiate cross-cultural dialogue and advance diversity, equity, and inclusion. As Chief Diversity Officer, he combines his knowledge and lived experiences to deliver creative, intentional programs to student, faculty/staff, community members and businesses.

Ken is an alumnus of Kentucky State University and Grand Valley State University, from which he holds a master's in public administration. Most recently, he earned Executive Certification in Diversity Coaching through the CoachDiversity Institute in partnership with Howard University School of Business and is recognized as an Associate Diversity Coach (ADC).



Introduction

- CA, KY, MI,
- Outnumbered
- 27 years HR; T/D, AA/EEO, Rec/TA., DEI
- Muni, HC, Higher Ed., Corp. Retail, HC, Nonprofit, Higher Ed.
- Muskegon Community College



COACHDIVERSITY
INSTITUTE

Associate
Diversity Coach

CERTIFIED 2021

Diversity, Equity, and Inclusion

D

DIVERSITY

The differences that makes each of us unique.

E

EQUITY

Seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an environment built on respect and dignity.

I

INCLUSION

Builds a culture of **belonging** by actively inviting the contribution and participation of all people.



Lessons Learned/Best Practices

- ROI (more than a reaction, the business case)
- Forbes info
- Frito-Lay example
- Sustainable



A STRONG SENSE OF BELONGING AT WORK RESULTS IN:

56% INCREASE IN PERFORMANCE

50% REDUCTION IN TURNOVER RISK

75% DECREASE IN SICK DAYS

Tip of the Iceberg



Multi-Layered



BENEFITS OF AN INCLUSIVE CULTURE

2X as likely to meet or exceed financial targets

3X as likely to be high performing

6X more likely to be innovative & agile

8X more likely to achieve better business outcomes

*Compiled from: McKinsey & Co.



RishaGrantLLC



RishaGrant



RishaGrant.com



DIVERSE DISPOSABLE INCOME

AFRICAN AMERICANS – \$1.2 Trillion

HISPANIC/LATINO – \$1.5 Trillion

ASIAN AMERICAN – \$1 Trillion

WOMEN – \$5+ Trillion

LGBT+ – \$1 Trillion

DISABILITY – \$490 Billion

*Compiled from: Black Enterprise, Nielsen, Statista, NWI Global and Amer. Institutes for Research



RishaGrantLLC



RishaGrant



RishaGrant.com





Diversity is a fact, inclusion is a behavior, but belonging is the emotional outcome that people want in their organization.

CHRISTIANNE GAROFALO



Ken James

Chief Diversity Officer, Muskegon Community College

231.777.0671

kenneth.james@muskegoncc.edu