

Performing Arts Human Resources Toolkits Series
Workshop 1: Hiring and Recruiting Talented and Diverse Talent
THE BIG PICTURE

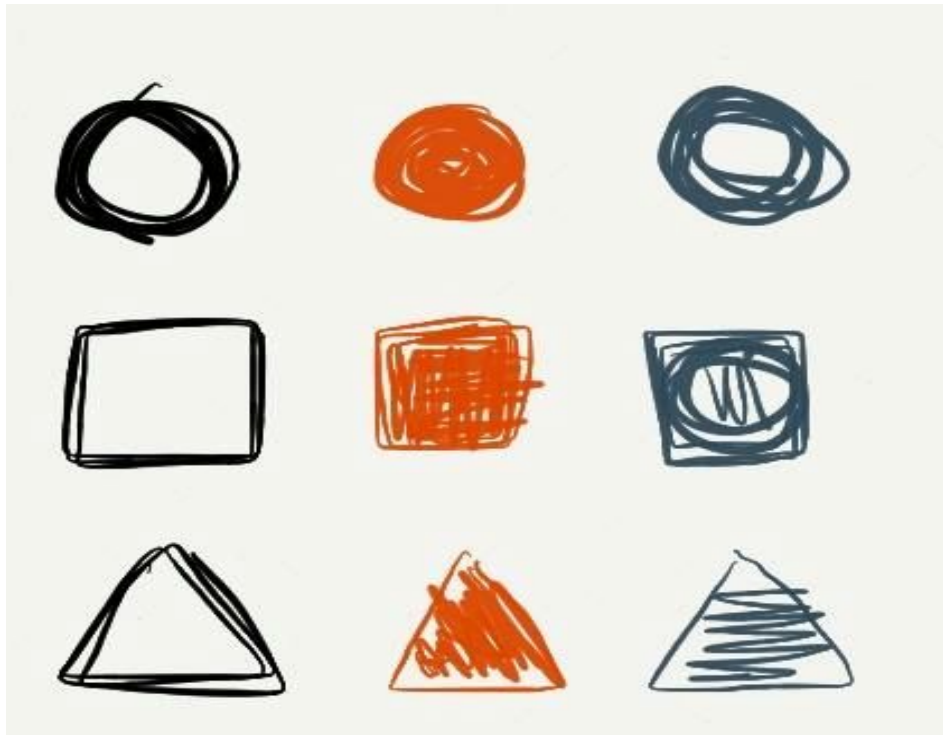
How diversity, equity and inclusion impacts your culture

What is the difference?

- **Diversity**
- **Equity**
- **Inclusion**



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Diversity:Who...

Who is a part of this process?

Who are we missing?

What does the current disparity along diversity lines suggest to us?

What is the impact of our lack of diversity?

What would we gain by have the desired diversity?

What is the disparate impact in terms of our legal obligations?

What would compliance to Civil Rights, ADA, Title 6 or Tile 9 have on the organization?

What budgetary impact does compliance to Civil Rights, ADA, Title 6 or Tile 9 have on the organization?

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Equity: How...

What is Equity to this organization?

What is the intent in looking to be more diversity?

What do we plan to do if we gain a critical mass of volunteers, staffs and clients from underrepresented groups to participate in our organization?

What roles, responsibilities or power do we anticipate will be available to people from these underrepresented groups?

What on boarding or training opportunities will be provided to people from these underrepresented groups?

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Inclusion: How...

How does the organization define inclusion?

How does the inclusion of people from underrepresented groups advance organizational goals?

How does the exclusion or lack of people from underrepresented groups undermine the organization Mission and Goals?

How is the organization preparing itself to receive and nurture people from underrepresented groups to effectively participate in the organization?

How does the organization look differently with the arrival of people from underrepresented groups?

How does the organization demonstrate a warm welcoming environment for people from underrepresented groups?

How does the community benefit from having people from underrepresented groups participating in this organization?

Mental Models

Mental Models that get in our way.

Model #1 The “Right Fit” vs. Growth Goals

Model #2 Diversity = Low Standards

Model #3 Reverse Discrimination : Affirmative Actions

Model #4 Microinequity : Discretionary Effort

Model #5 Racial Orthodoxy : Paradigm Shift

A Mental Model that liberates our thinking.



We are looking for or striving for similar things. Our methods (culture) may differ based on our context (geographic locations, education, political environment, generational upbringing) focusing on these goals will help us see others perspectives and analyze our own more critically.