

DIVERSITY DIALOGUES

SESSION EIGHT TAKEAWAYS

Topic: HR as a strategic DEI partner

Takeaways:

Reevaluate policies with language that delineates between men and women and consider replacing them with gender neutral language.

DEI recruitment strategies

- Ask for referrals from current employees
- Partner with diverse institutions (not just HBCUs)
- Offer targeted internship programs
- Partner with local groups and organizations
- Look for talent from other industries

Emulate the behaviors you want others to follow

- Walk the walk - consistently demonstrate positive DEI behaviors
- Listen and avoid judgement - acknowledge ideas and feedback
- Build trust and rapport
- Be approachable - SMILE
- Stay committed to DEI efforts even if others are not - find advocates and allies, keep working towards change, identify and collaborate with unexpected allies

Clearly defining “equity”

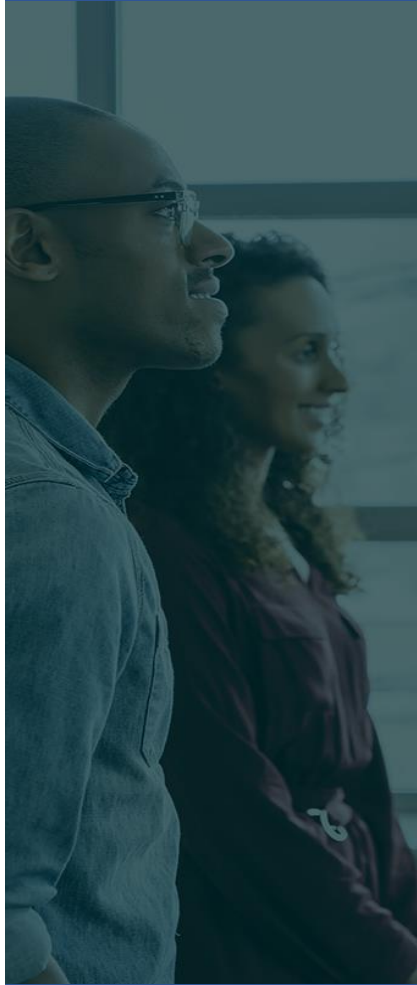
- Being fair doesn’t always mean treating everyone the same

Hold leaders accountable for DEI strategies

- Coach leaders on acceptable behaviors
- Support leaders through uncomfortable conversations so they can support employees through uncomfortable conversations
- Encourage employees to work through their leaders when there are issues or concerns

Lead DEI programs

- Consider bringing in an external facilitator to conduct a DEI conversation who can moderate discussions, ask questions, encourage sharing and vulnerability, and ensure everyone remains respectful
- Conduct research to demonstrate the business case for DEI
- Coordinate educational sessions
- Participate in local events



Building a foundation of trust and understanding from our similarities while embracing and valuing our differences!

Members with topic suggestions, panelist suggestions or questions regarding the series can contact Stephanie Watson swatson@ohiobankersleague.com.