



POWERED BY  DUG

# DYNAMICS CON

# LIVE

MAY 2024

The central graphic is a large, multi-colored starburst shape. Inside the starburst, the text "POWERED BY" is in yellow, followed by a logo consisting of three colorful arrows (purple, green, blue) pointing towards each other, and the word "DUG" in yellow. Below this, "DYNAMICS CON" is written in large, bold, yellow 3D block letters with a rainbow gradient. Underneath that, "LIVE" is written in the same style. At the bottom of the starburst, "MAY 2024" is written in yellow. The background of the starburst features a stylized mountain range with snow-capped peaks and a forest of evergreen trees at the base.



# Diversity – Beyond Race & Gender

**JODY CRONK**

THE CITY OF  
**COLUMBUS**





August 27 - 28, 2024  
**OHIO REGIONAL**



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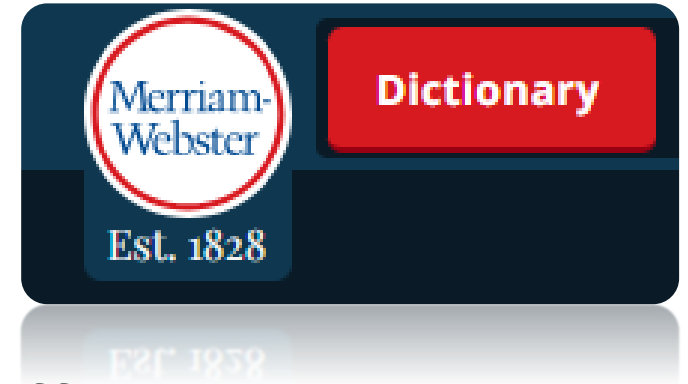


# Introduction

- Diversity – Definition
- Concrete Characteristics
- Benefits of a Diverse Team
- Soft & Other Characteristics
- Achieving a Strong Team



# Definition



**Diversity** - noun - di·ver·sity

1. the condition of having or being composed of differing elements : **VARIETY**
  - a. *especially* the inclusion of people of different races, cultures, etc. in a group or organization *i.e. programs intended to promote diversity in schools*
2. an instance of being composed of differing elements or qualities : an instance of being diverse. *i.e. diversity of opinion*



# “Concrete” Diversity Characteristics

- Race
- Gender
- Ethnicity
- Sexual Orientation
- Age

Protected Characteristic	Federal Law Establishing Protected Status
Race	Civil Rights Act of 1964
Religious belief	Civil Rights Act of 1964
National origin	Civil Rights Act of 1964
Age (40 years and up)	Age Discrimination in Employment Act of 1975
Sex*	Equal Pay Act of 1963 and Civil Rights Act of 1964
Pregnancy	Pregnancy Discrimination Act of 1978
Citizenship	Immigration Reform and Control Act of 1986
Familial status	Civil Rights Act of 1968
Disability status	Rehabilitation Act of 1973 and Americans with Disabilities Act of 1990
Veteran status	Vietnam Era Veterans' Readjustment Assistance Act of 1974 and Uniformed Services Employment and Reemployment Rights Act
Genetic information	Genetic Information Nondiscrimination Act of 2008

\*Note: “sex” has been interpreted to include discrimination based on sexual orientation and gender identity.



# Benefits of Diversity

- Creativity & Innovation
- Strategic Planning
- Conflict Resolution & Problem Solving
- Job Satisfaction & Employee Retention



# From Dr. Valerie Purdie Greenaway, Columbia University

... There are four kinds of work activities likely to especially benefit from the strengths of diverse teams:

1. when launching a new product
2. when troubleshooting an existing product or a process
3. when planning for the future
4. when responding to crises. That's because diverse teams are particularly good at exposing and correcting faulty thinking, generating fresh and novel ideas, and accounting for a wider array of variables in planning.





# Why?

... because diverse teams are particularly good at exposing and correcting faulty thinking, generating fresh and novel ideas, and accounting for a wider array of variables in planning.

... due to what scientists call [cognitive elaboration](#)—the process of sharing, challenging, and expanding our thinking



# Cognitive Elaboration

- Compel each other to think more deeply about their reasoning
- Interrogate the facts more objectively
- Share counterfactuals as they go
- Don't take things for granted
- Minimal "social loafing"—of just accepting things at face value



# “Soft” Diversity Characteristics

- Location & Culture
- Socioeconomic Status
- Education
- Career Path & Work Experiences
- Marital & Parental Status



# A Few “Other” Characteristics

- Neurodiversity
- Cognitive Disabilities
- Mental Health



# Achieving A Diverse Team

- Expand Recruitment Sources
- Flexible Educational / Work Experience Requirements
- Step Outside of Your Comfort Zone



# Questions



# Resources

- [Psychologytoday.com/us/blog/your-brain-work](https://psychologytoday.com/us/blog/your-brain-work)
- [Types-of-diversity-in-the-workplace](#)
- [Why-diverse-teams-are-smarter](#)
- [Benefits-of-a-diverse-workforce](#)
- [What-is-protected-class](#)

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