Building a 21st Century Diverse Workforce and Inclusive Work Environment

Society of Outdoor Recreation Professionals
May 2, 2017
Outcomes

• Facilitate Discussion

• Build Emotional Fortitude

• Identify Next Best Move
Agenda

- Meet Denise (and RMN)
- Focus Exercise
- Group Discussion - What Stifles D&I Conversation?
- Compliance Mindset versus Growth Mindset
- Panel - Tough Environment, Progress Possible and Starts and Stops on the Journey
- Application Time - Organizational Audit
- 6X6
Over 50% of our business are government agencies
Focus Exercise

What is Respect?
Group Discussion:
What Stifles D&I Conversations in Government
Compliance

- Policies
- Requirements
- Regulations
- Law
- Standards
- Transparency
- Rules
Girding Up For Difficult Conversations

Be aware of language

Keep an inquisitive stance

Expect and Accept Lack of Closure

Read about differences

Different ≠ Difficult
Panel Discussion:

Starts and Stops on the D&I Journey

A local agency’s journey to build an inclusive work environment
What’s our next best move?
Find Me

Denise Barreto
denise@relationshipsmatternow.com
Relationships Matter Now, LLC
www.relationshipsmatternow.com

DeniseWBarreto
Facebook.com/relationshipsmatternow