Diversity, Inclusion and Authenticity: How to Make a Lasting Impact to Organizational Culture

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INTRODUCTION

Diversity and inclusion has become of popular interest. Almost, making diversity and inclusion sound and feel superficial. As often as those terms are being used today, there are organization that are not making an intentional change for diverse and inclusive environments. Often, the voices of those impacted by the lack of diversity and inclusion are generally dismissed and having to overcompensate to feel comfortable, and advance in their careers.
OBJECTIVES AND VALUES

1. Identify barriers with implementing DI initiatives
2. Share the impact on minority groups
3. Outline strategies to improve DI practices for lasting impact
The goal of this study is to help leaders and organization overcome challenges they may face as they push towards embedding diversity and inclusion within their organization that feel authentic and efficient for those impacted by the lack of diversity and inclusion.
Research Questions

RQ1. What are the barriers that leaders and organizations are facing with implementing effective and meaningful strategies to embed diverse and inclusive culture within the workplace?

RQ2. What are the challenges that minority groups experience with current diversity and inclusive practices?

RQ 3. What are the key factors that leaders and organizations should consider to implement efficient and authentic diversity and inclusive practices within their organization’s culture?
METHODS AND APPROACHES

Literature Review
- Academic Journals
- Books
- Articles

Expert Interviews
- 7 interviews
- 13 interview questions
- 1-2 hour long interviews
- Analysis of transcriptions
Literature Review

POLICIES AND STRUCTURES

RACIAL BIAS WITHIN ORGANIZATIONS

CULTURAL HUMILITY

AUTHENTICITY
Expert Interviews

County Judge

Educator/Consultant

Developmental/Campaign Manager

Executive Director

Executive Coach

Program Specialist

Clinician
INTERVIEW ANALYSIS

BARRIERS WITH IMPLEMENTING DIVERSITY AND INCLUSIVE PRACTICES

- Lack of systems and accountability measures
- Lack of honest reflection with self and the organization’s efforts towards diversity and inclusion
- Deprioritization and Underinvestment within financial and supportive systems to sustain the foundation of diversity and inclusion
- Surface level engagement
Interview Analysis

Impact on Minority Groups

- Denying, minimizing and ignoring the experiences and issues around race (racial equity and microaggressions).
- Minority groups having to overcompensate to meet the standards of the dominant culture.
- Minority groups are given limited access to information related to career advancements.
- Burdened to be the spokesperson to speak on issues of Diversity and Inclusion.
- Pushed out or ostracized for speaking up to injustices or needs for change.
Interview Analysis

- Reflection and Action
- Integrative Systems and People
- Strategies for a Lasting impact with Diversity and Inclusion
- Information and Education
- Equitable Practices and Accountability Measures
IMPLICATIONS

Inward & Outward Transformation for Diversity and Inclusion

- **Self-Awareness** of biases, cultural differences, continuous self-reflection, acceptance of lifelong learning process
- **Interpersonal** - Interactions, relationships
- **Systems** - Policies, Structures
- **Social Impact** - Organizational/Community

**Personal** — **Professional**
RECOMMENDATIONS

1. All organizations must engage in Diversity and Inclusion using the inward/outward model to ensure authenticity to make lasting impact.
2. Implement professional development around inward/outward model
3. Leadership coaching around authenticity
4. Further research on authenticity measures for implementation of Diversity and Inclusion Practices.
REFERENCES


**SUMMARY**

Diversity, Inclusion and Authenticity: How to make a lasting impact on organizational culture focuses on identifying barriers to implementing meaningful and effective diversity and inclusion practices, the experience of minority groups in organizations that lack D and I strategies, and strategies to improve current practices through authenticity. The first section of this report outlines the findings of the literature review, which includes topics related to issues within policies and structures intended to promote diversity and inclusion, as well as approaches that are significant to effective delivery of D and I practices such as cultural humility and authenticity. The second portion is an outline of recurring themes that emerged across expert interviews. The third section presents the implications found from the research, which is demonstrated by an inward/outward model. The paper concludes with recommendations based on the findings and implications of the overall study.

**PURPOSE**

- **Diversity and inclusion practices to improve organizational culture have become of popular interest.** Almost making diversity and inclusion sound and feel superficial, as often as these terms are being used today, there are organizations not making an intentional effort to diverge and inclusive environments. Often, the voices (minority groups) of those impacted by the lack of diversity and inclusion are generally dismissed and having to overcompensate to feel comfortable, and advance in their careers. This study identifies barriers with implementing D/I initiatives, the impact on minority groups and strategies to improve D/I practices. The goal of this study is to help leaders and organization overcome challenges they may face as they push towards embedding diversity and inclusion within their organization that feel authentic and efficient for those impacted by the lack of diversity and inclusion.

**RESEARCH**

RQ.1. What are the barriers that leaders and organizations are facing with implementing effective and meaningful strategies to embed diverse and inclusive culture within the workplace?

RQ.2. What are the challenges that minority groups experience with current diversity and inclusive practices?

RQ.3. What are the key factors that leaders and organizations should consider to implement efficient and authentic diversity and inclusive practices within the organization’s culture?

**METHODS**

**Data and Analysis**

**Literature Review Analysis**

- Policies and Structures
- Racism/BIAs Within Organizations
- Cultural Humility
- Authenticity

**Interview Analysis**

- Barriers with Implementing Diversity and Inclusive Practices
  - Lack of buy-in and accountability measures
  - Lack of shared understanding of D/I initiatives
  - Experiential and cultural training within departments and support systems to sustain the foundation of D/I
  - Surface level engagement

- Impact on Minority Groups
  - Minority groups often struggle to advocate for themselves, related to career advancement
  -文化 backgrounds can lead to the suppression of D/I
  - Diversity and inclusion

**REFERENCES**

Thank you! Next up is Kat Alcaraz-Minnick