

**The Federal Executive Board's Diversity and Inclusion Council
and FranklinCovey Present:**



Diversity Day 2016

Championing Diversity



**Thursday, June 2, 2016
Augsburg College**

Diversity Day Mission

The Minnesota Federal Executive Board's Diversity Council coordinates an annual Diversity Day event. The purpose of the event is to provide training in the areas of cultural awareness, career development, and the recruitment and retention of a diverse work force. Additionally, Diversity Day provides the opportunity for managers and non-management participants to increase their awareness of, and to discuss the evolving issues related to diversity in the workplace. The event is a full day of training and networking for Federal, state, and local government employees, as well as non-profit and community organizations.

Agenda and Session Descriptions

- | | |
|--------------------|---|
| 7:30 – 8:00 | Registration – Atrium outside of Hoversten Chapel (Foss Center) |
| 8:00 – 8:30 | Welcome – Auditorium (Foss Center) - Federal Executive Board of Minnesota and Diversity and Inclusion Council

Presentation of Colors – Presented by members of Park High School, Air Force Junior ROTC Cadets, Cottage Grove, MN

National Anthem – Megan Polos |
| 8:30 – 8:40 | Gather in the Hoversten Chapel |

8:40 – 10:00

Introduction

- The Faces of Diversity in Today's World
- The Spirit of Humanity - acknowledges humanity in all people and implies respect and compassion for others
- Organizational Diversity Outcomes
 - Live the organization's values and principles.
 - Keep pace with current demographic trends and reflect their customer and investor base.
 - Eliminate litigation costs.
 - Enhance productivity by tapping into every employee's skills.
 - "Shake loose" from old ways of thinking.
 - Create synergy through diversity.
- Grow future leaders.
 - Embracing Change
- Change/Stereotype Exercise

10:00 – 10:15

BREAK

10:15 – 11:45

What Is Diversity?

- Diversity Principle – Everyone is unique with a unique contribution to make somewhere.
- Principles Govern
- The Cornerstones of Diversity/Application Tools
 - Diversity is about **inclusion and engagement**—leaving no one behind.
 - Synergy can be achieved only when **everyone is working together**.
 - Every team member deserves **a base level** of dignity and respect.
 - Everyone adds value and must have an **equal opportunity** to contribute and achieve.
 - High-performance teams eliminate **the effects** of prejudice.
 - Understanding diversity must occur at **all levels** of the organization.
 - Diversity solutions must be **situation- specific**.
 - Diversity is **everyone's responsibility**.
 - You don't have to be **one of, to stand with**.

11:45 – 1:00

Lunch and Engagement Tables

1:00 – 2:45

Why Is Diversity Important?

- The Five Business Reasons
 - The Right Thing to Do
 - Organizational Policy/Law of the Land
 - Changing Demographics
 - Safe and productive environment
 - Business case

2:45 – 3:00

BREAK

3:00 – 4:15

Closing

- The Valuing Differences Model – Personal
 - Application
- Next Steps