



## ***DIVERSITY FATIGUE***

Thank you to everyone attending the DDIP session today on Diversity Fatigue. I was encouraged by the discussions and the mind maps you all worked on to come up with potential solutions to this pervasive yet covert challenge.

I thought it would be important to synthesize our discussions and post here for everyone to review and share. Perhaps there are those out there who have additional ideas and thoughts who would be willing to share with us.

Don't expect everyone to have an AHA moment during training. As Dr. Ling commented, sometimes the AHA moment won't come until later ... when the individual is ready to accept the new and often incongruent information. It is, however, important to plant *seeds of thought* that may grow with the nourishment that comes from commitment and passion and sometimes even - necessity.

DDIP takes pride in engaging our work communities in provocative issues around diversity and inclusion that are often left un-discussed or un-acknowledged. Diversity fatigue is one of those topics. If diversity fatigue becomes apparent in your organization, give it a shot in the arm (a corporate vitamin B injection☺). Some ways to do this were discussed today and are listed here as an aggregate of our discussions and the presentation:

- *Every organization should have a clearly defined definition that is easy to remember and recall of diversity and inclusion for their organization*
- *Having a program of accountability for every level within the organization is a must*
- *Diversity is about everyone ... not just some*
- *Make the concept of diversity and inclusion real fun and exciting ... get people energized*
- *Be clear on goals and strategies for your diversity strategy. Prioritize and focus like a laser*
- *Make training and development clearly related to organizational goals*
- *Be prepared to hold employees accountable for the skills they learn through training and development*
- *Benchmark others' success and challenges / solutions (network with success)*

- *Be open to others' ideas ... especially new creative and innovative approaches – don't dismiss an idea just because you don't like – at least take the time to explore it*
- *Make valuing diversity and creating a culture of inclusion everyone's job – recognize and reward the behaviors you want replicated – sanction the ones you don't and be consistent.*
- *If fatigue becomes apparent give it a shot in the arm (a dose of corporate B vitamin) ...*
  - ***Be*** *clear – the work of inclusion may take a while – not always a straight path*
  - ***Be*** *concerned and resourceful (get others involved)*
  - ***Be*** *open to sharing ideas on reengagement*
  - ***Be*** *targeted with training and development*
  - ***Be*** *honest in your evaluations / assessments*
    - *Compare and contrast – what else are you fatigued about?*
  - *Incorporate diversity strategy into every organizational function – not just as a stand-alone issue*
  - *Get everyone included discussing the ALL the ways diversity is represented.*  
*Everyone must see themselves as representing diversity ... not just a few*
- *When you get traction (and that may take some time) ... keep going – don't dally and don't give up*
- *Monitor progress ... evaluate success / areas to improve ... restructure ... engage*

I hope this information helps you as you develop strategies to deal with the issue of diversity fatigue in your organization.

Thank you for the honor and privilege of presenting to you today. I trust you all got some valuable information you can use out of the session.