

Diversity Discussion Questions

- **Is the discussion of valuing diversity being driven by bottom-line objectives?**

- **Do executives recognize the need for culture change in order to succeed with diversity?**

- **Have senior managers and key influencers with a strong interest in valuing diversity been identified and/or cultivated?**

- **What understanding of diversity would you say exist here within the organization?**

- **Based upon employee profile demographics, is your organization less than truly diverse at all levels?**

- **How is diversity defined here at the organization?**

- **Is the organization in a position to focus on the common needs for respect, inclusion, and opportunity?**

- **Where is the organization in regards to the diversity initiative?**

- **How committed is the organization to diversity and the process it entails?**

- **How much of the overall initiative do you see being handled internally?**

- **Describe the communications network within the organization.**

- **What thoughts have been given to segmentations that will move things more quickly also with less confusion?**

- **What are the strategic and financial arguments already developed to support valuing diversity?**

- **Are there current mentoring opportunities established within the organization?**

- **Is valuing diversity confused with affirmative action?**

- **What constitutes the basic employee orientation?**

- **How do most of the managers see diversity as having an impact on productivity?**

- **Is turnover higher for particular groups based upon differences such as age, gender, race, and sexual orientation?**

- **Does the human resources department have primary responsibility for implementing diversity?**

- **Have there been any activities designed to support diversity within the organization?**

