

My Favorite Assignment

List of Topics

Courageous Leadership & Diversity, Equity, and Inclusion

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Discussion topics

- Leaders DE&I rhetoric discussion includes topic #3
- Discussion of specific initiatives includes topics #4 - 8

1| Name of diversity leader(s) and organization

2| High-level reason why student views the DEI leader as innovative and courageous

3| The way in which the leader develops their DEI narrative on both individual and organizational levels; students may examine how the leader

- a)** communicates about DEI on the web site, social media, interviews, public speeches, traditional media sources, marketing materials, commercials, etc.
- b)** articulates how diversity is an essential part of their organization's mission, vision, values
- c)** offers a clear definition of DEI and a statement of how diversity is viewed as a vehicle for the development of both a sense of belonging and competitive advantage
- d)** illustrates a clear voice/standpoint/position on DEI **e)** reinforces their DEI rhetoric with action (on both organizational and personal levels)

4| Any interesting/significant personal or professional aspects of their background that relates to or enhances their passion for diversity

5| A discussion of three or four diversity initiatives that you find particularly innovative/effective; for example, you may describe any of the following:

- a)** unique recruiting practices
- b)** comprehensive diversity training
- c)** mentoring programs (both formal and informal)
- d)** supplier diversity programs
- e)** Employee Resource Groups (ERGs)
- f)** parental leave & childcare benefits
- g)** on-ramps (to assist people who have taken time away from the workplace to re-enter meaningful careers)
- h)** any DEI initiatives that empower specific groups such as LGBTQ+, women, employees with disabilities, older workers, Veterans, and so forth

6| Impressive diversity outcomes

7| The use of metrics to measure the efficacy of diversity initiatives

8| Ways in which they give back to their community/how they connect with their community
(and how this relates to diversity)