



# HOW DO I BEGIN

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# HOW DO I BEGIN

- ❖ Begin with the President or CEO who must establish the attitude as a standard for people at all levels of the organization.
- ❖ Evaluate individual workforce demographics to determine the urgency of adopting diversity management policies and programs
- ❖ Conduct focus group discussions with employees from each segment of the staff to pinpoint existing



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- ❖ Differences and to measure how employees feel about being valued.
- ❖ Evaluate personnel policies, benefits, programs to determine how they help employees meet their responsibilities to family, promote and acceptance of diversity and productivity.
- ❖ Set specific goals for including minority and female employees in promotion and succession.



## HOW TO BEGIN

- ❖ Incorporate the subject of managing diversity into supervisory and management training at all levels of the organization. Senior managers should hold managers accountable for hiring, developing and promoting minorities and females. This should be included in their performance review and incentive pay.
- ❖ Implement formal programs that give employees from every segment of the workforce a non-



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- ❖ Threatening medium ( ERGs)
- ❖ Establish a Diversity Council within the organization representing all departments.
- ❖ Mentoring program with senior officers of the organization.
- ❖ Establish a charter for your council and know what the objectives are that you want to accomplish through the council.