



**ROCHESTER CHAPTER**  
Association for  
Talent Development

**Rochester ATD March 9, 2021, BOD Meeting**

**DIVERSITY, EQUITY, AND INCLUSION  
CHAPTER LAUNCH**

# Diversity, Equity and Inclusion [DEI]

- **Talent Development Capability Model**
  - **Building Personal Capability**
    - **Cultural Awareness and Inclusion**
- **Dimensions of Humanity**
- **ROC-ATD Commitment to DEI**
- **Learning and Development in Organizations**
- **ROC-ATD DEI Activities**

# Talent Development Capability Model

## The Talent Development Capability Model :

- Is our blueprint for impact.
- It sets a new standard for the field.
- It is a future-oriented model that can be personalized.
- Responds to those trends affecting talent development.

# Talent Development Capability Model

<https://tdcapability.org/#/>



# Talent Development Capability Model-Building

## Personal Capacity

### Cultural Awareness and Inclusion

#### 6 knowledge and skill statements:

- Knowledge of cultural differences in the workplace, for example styles of communication, organizational/business customs, attire, and family obligations.
- Knowledge of social and cultural norms that influence decision-making and behavior.
- Knowledge of methods and techniques to foster cultural awareness, encourage cultural sensitivity, and broaden viewpoints.
- Skill in adapting and adjusting attitude, perspective, and/or behavior to function effectively in diverse environments or situations.
- Knowledge of approaches to encourage and/or promote workplace diversity and inclusion.
- Skill in integrating diversity and inclusion principles in talent development strategies and initiatives.

# Dimensions of Humanity/Diversity



# ***Personalized Knowledge Areas:***

- **Social Justice:** justice in terms of the distribution of wealth, opportunities, and privileges within a society.
- **Community Engagement:** a conscious commitment to advance DEI within an organization and greater community.
- **Belonging:** Creating an environment where employees understand what it means to be inclusive earns your team members a sense of belonging. Belonging is when employees truly buy into the notion that they and others are all welcome to bring their full perspectives and their true selves to the table.
- **COVID Recovery Strategies:** Inclusion and diversity are at risk in the crisis-but are critical for business recovery, resilience, and reimagination.

# ROC-ATD Commitment to DEI

- Stanley Byrd starts as VP for DEI on BOD [December 2020]
- Continue working hard at diversifying our BOD, sponsors & membership
- Participate in DEI conferences
- Cultivate, and continue to, partner with other organizations to build a DEI Community
- Host DEI community of practice sessions and topics



# What Learning & Development Can be doing in Their Organizations

- Commit to a diverse and inclusive workforce by creating relationships and recruiting from diverse referral services
- Hosting open dialogue talks about racism within the organization
- Make DEI and Unconscious Bias training a mandatory piece of your company's onboarding program
- Ensure L&D content, classes and initiatives include images, references, facilitators, and leaders who are diverse.
- Create a multi-level coaching/mentor development program while ensuring equal participation of black employees and any marginalized group are included.
- Advocate for senior-level leaders to participate in non-profit Boards that address community issues

# Plan

- Recommunicate June 2020 message from Will Wallace, former past President [completed]
- Review the demographics of membership and Board
- Collaboration with Membership and Programming
  - Read and discuss Book [to be chosen]- Part 1
  - Best practices when working through difficult DEI material- Part 2
- Pursue opportunities to collaborate with other Leadership members using a DEI lens
- Provide DEI &B Talent Development to Board and Membership

