CREATING AN INCLUSIVE CULTURE: GETTING FROM BOXES TO CIRCLES

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ESC CHICAGO – INCLUSIVE PHILANTHROPY PROFESSIONAL DEVELOPMENT MEETING
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AGENDA

- Introduction
- What We Are Talking About
- The Diversity Box vs. The Inclusion Circle
- Benefits and Challenges of the Circle
- Getting From Boxes to Circles
- Q & A
WHAT WE ARE TALKING ABOUT

- Case for D & I
- Pipelining/recruiting
- Equity initiatives
- Shifting mindset from diversity to inclusion
THE DIVERSITY BOX VS. THE INCLUSION CIRCLE

Race
- White

Ethnicity
- Hispanic

Gender
- Woman

Veteran Status
- Non-Veteran

Disability Status
- Not Disabled

Other Status
- Heterosexual

[Diagram showing various categories like Community Leader, Speaker, Business Advisor, Lawyer, and more, indicating different aspects of diversity and inclusion.]
# Benefits and Challenges of The Circle

**Benefits**

- **On Point Messaging**
  - Literally inclusive – everyone gets a circle
  - “Who we are” not “how we are different”

- **Assists with Performance Management**
  - Skill gaps often tied to background
  - Pinpoint equity needs

- **Improves Team Communication**
  - Safe way to difficult conversations

**Challenges**

- **Data Management**
  - A lot of info to track

- **Can Cause Complacency with Tackling Diversity**
  - Cannot deprioritize recruiting diverse talent along traditional lines (women, people of color, disabilities persons, LGTBQ).
GETTING FROM BOXES TO CIRCLES

✓ Consider a D & I Consultant
  ▪ Helps develop customized strategy

✓ Do The Circles!
  • Consider starting with senior leaders, then having them roll out to organization.
  • Have new employees do their circle within 1 month of arrival

✓ Update the Circles!
  • Update during annual performance review process

✓ Celebrate the Circles!
  • For those employees comfortable, share their circles across organization as a way to celebrate their individuality.
SAMPLE INCLUSION CIRCLES
Emma Rodriguez-Ayala is an investment management attorney, specializing in alternative investments and impact investing. She leverages both in-house and private practice perspectives to find business-focused solutions to clients’ legal, regulatory, and compliance needs. Emma is a member of FaegreBD’s Diversity and Inclusion Advisory Group, the firm leaders that advice the Management Board on diversity and inclusion matters. Previously, she was the General Counsel and a Senior Managing Director of Mesirow Advanced Strategies, Inc.

Emma speaks nationally on a variety of topics impacting the investment management industry and on issues related to the development, promotion and retention of diverse persons within corporate America. She is the President of the Chicago Chapter of the Association of Latino Professionals for America and a Chicago Advisory Board Member for iMentor. She lives in Chicago’s Loop with her husband (Eric), son (Lincoln), and dog (George).
ABOUT ALPFA

Our Story
ALPFA (Association of Latino Professionals For America) was the first national Latino professional association in the United States, established in Los Angeles in 1972. Throughout our 45-year history we have experienced steady growth and demonstrated consistent value. ALPFA continues to build upon its proud legacy with a mission: To empower and develop Latino men and women as leaders of character for the nation, in every sector of the global economy.

ALPFA currently serves
More than 92,000+ professional and student members across the country – a number we plan to grow aggressively to 100,000 within the next two years. In addition to networking and professional leadership development opportunities, our members have access to 50,000 paid summer internships through hundreds of Fortune 1000 corporate partners. We aspire to be the business partner of choice for companies seeking to hire and develop Latino talent.