

Pillars of Implementation

Tanida Mullen & Zoe Moore, MS, CDP
Diversity and Inclusion Advisory Committee Chairs



JUNE 25-26 • VIRTUAL

Overview

Current Events &
Anti-Racism/Exclusion
Industry Stats
Pillars of Implementation

- Research & Benchmarks
- Structure
- Resources

Mission & Definition

- Representation in Leadership
- Eliminating Barriers to Entry
- Supplier Diversity

Potomac Chapter - Anthony Molino Open Discussion/Ideashare/Q&A





Research & Benchmarks

- What Is the Goal?
- What Information do we Need?
- How will we know if we are Successful?
- How do we ensure efforts are sustainable?

Structure

- Ask: If I were to stop the car at this point, would a new team be able to continue the journey?
- Ask: Are people selected empowered and provided support?

Resources

- What exactly do we have right now?
- Chapter Members
- MPI Global
- Industry Resources
- What do we need to achieve the goal?



Performance Standard or Metric	Objectives/Actions	Description	Owner	Collaborations	Completion Date (no later than)	Stage to Completion at report out
Structure	Objective 1 Align all D&I activities, affinity groups, partnerships under one umbrella with a clear leadership chain.	The what Connect all leaders engaging in D&I related activities to determine responsibilities, deliverables and objectives.	Should be a single position, not a name Annette Gregg,	Other Committees/Positions involved Kristi Sanders, D&I Chair and Co-Chair	m/dd/yy	10%
	Action: Make roles of SLT and D&I Chain of Command clear and accessible.	The how Identify responsibilities, deliverables, and objectives	MPI Staff	OBJECT	IVES & I	KEY
2	Action: Display an updated organizational chart.	Update existing org chart, website or documents		RESUIT	S Elements	of OKRs
3	Action: Clearly define MPI's D&I mission and strategic plan.	Develop a clear mission and strategy based on update Principles of Professionalism.			·Ω. §	
	Audit D&I activities to strengthen collective efforts, reducing overlap and siloes across organization.	Identify which activities and roles overlap, are ineffective and those that con collaborate		MAKE GOALS M CLEAR	AKE GOALS MAKE GOA INSPIRING PUBLIC	



Supplier Diversity

76 percent of all diverse suppliers meet buyers' expectations and another 23 percent exceed them, according to new research from The Hackett Group

Portion of diverse suppliers that fall short of expectations

Portion of diverse suppliers that exceed expectations

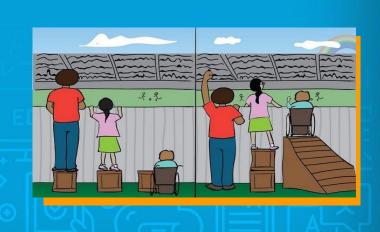
Portion of diverse suppliers that exceed expectations

Source: Supplier Diversity Performance Study, The Hackett Group, 2016

Representation in Leadership

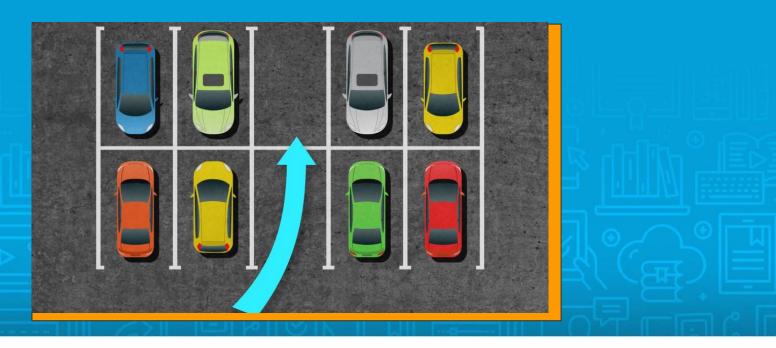


Eliminating Barriers to Entry





Parking Lot





Anthony Molino, MPI Potomac



Pawntra Shadab, MPIOC



Amani Roberts, MPISCC





Idea Share & Q&A

