

Men as Diversity Partners

Steve Speich/David Ottavianelli



Men as Diversity Partners

Purpose:

- Encourage male managers to fully engage in D&I
- Expose them to people from different groups
- Encourage social accountability for change.

Get managers to *think of themselves as diversity champions.*



MaDP Approach



Recognize Biases



Psychological Safety



Manager Hiring Practices



Women In Operations

Partner with ERGs

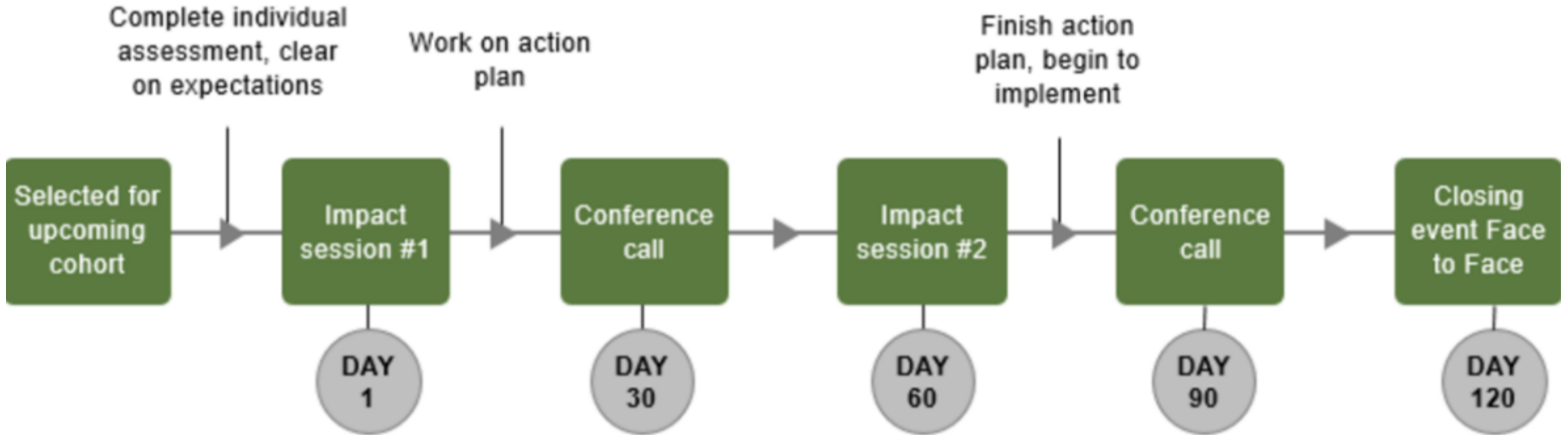


Open Dialog



D&I Communication

Program Sequence and Structure



MaDP Approach



Recognize Biases



Psychological Safety



Manager Hiring Practices



Partner with ERGs



Open Dialog



D&I Communication

MaDP Approach

Recognize Biases

You are not responsible for your first thought.

But, you are responsible for your **second thought AND your first action.**

This is where your **POWER** lies.



MaDP Approach



Recognize Biases



Psychological Safety



Manager Hiring Practices



Partner with ERGs



Open Dialog



D&I Communication

MaDP Approach

Psychological Safety

Assimilation

Inclusiveness



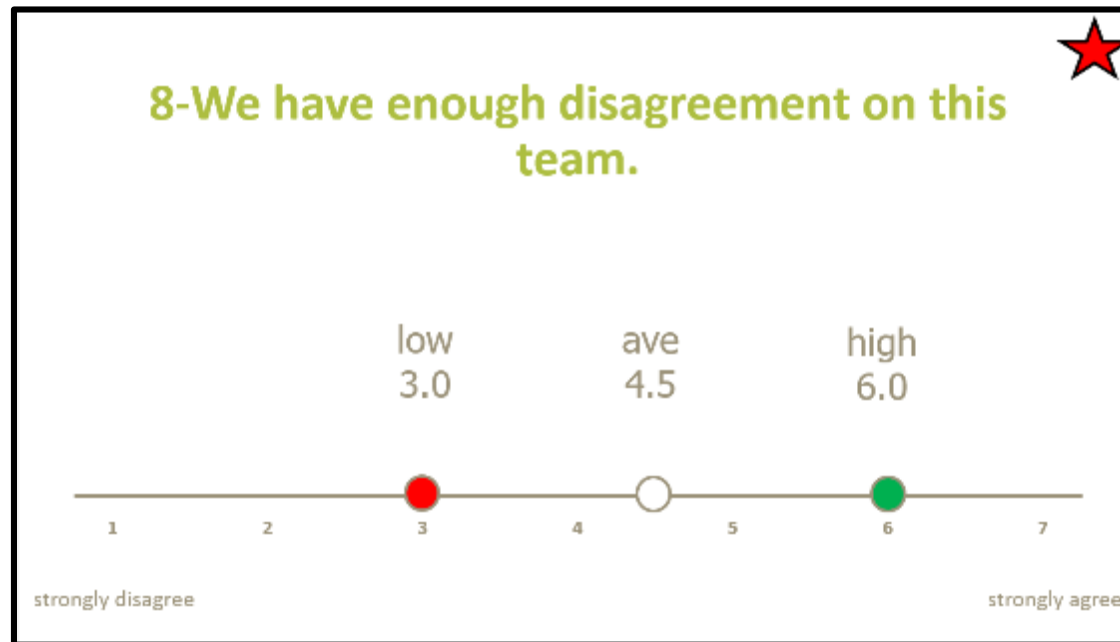
Conformity

Individuality



Psychological Safety – Survey Results (Sample)

		10 Total Survey Responses (1=strongly disagree; 7=strongly agree)										
Question		A	B	C	D	E	F	G	H	I	J	Ave
1	If you make a mistake on this team, it is not really held against you.	6	6	6	5	6	2	5	5	6	6	5.3
2	Members of this team are able to bring up problems and tough issues.	6	6	5	5	5	6	6	5	6	5	5.5
3	People on this team never reject others for being different.	7	7	7	6	6	6	6	7	7	6	6.5
4	It is safe to take a risk on this team.	7	6	5	6	5	3	6	6	5	5	5.4
5	It is easy to ask other members of this team for help.	6	7	7	5	7	7	7	7	7	7	6.7
6	No one on this team would deliberately act in a way that undermines my efforts.	7	7	7	7	7	6	7	7	7	6	6.8
7	Working with members of this team, my unique skill/talents are valued and utilized.	7	6	7	6	6	6	5	6	7	7	6.3
8	We have enough disagreement on this team.	5	6	5	5	4	5	4	3	4	4	4.5
9	When we disagree, we do it well.	5	6	6	4	5	6	6	5	4	5	5.2
10	There are never things left unsaid when our meeting finish.	6	6	6	4	6	4	6	5	7	5	5.5
Average:		6.2	6.3	6.1	5.3	5.7	5.1	5.8	5.6	6.0	5.6	5.8



MaDP Approach



Recognize Biases



Psychological Safety



Manager Hiring Practices



Partner with ERGs



Open Dialog



D&I Communication

Manager Hiring Practices



Professional Organization National Conferences	Location	2020 Dates
National Society of Black Engineers (NSBE)	San Antonio, TX	March 25-29
Minorities In Agriculture Natural Resources and Related Sciences (MANRRS)	Minneapolis, MN	April 1-4
National Black MBA Association (NMBAA)	Washington, D.C.	September 23-25
Grace Hopper (Women In Technology)	Orlando, Florida	September 29-October 2
Thurgood Marshall College Fund (TMCf) LI	Washington, DC	October 14-17
Society of Hispanic Professional Engineers (SHPE)	Denver, CO	October 28 - November 1
Society of Women Engineers (SWE)	New Orleans, LA	November 5-7
Prospanica	Las Vegas, NV	October 13 -16

MaDP Approach



Recognize Biases



Psychological Safety



Manager Hiring Practices



Partner with ERGs



Open Dialog



D&I Communication

ERG Connections



MaDP Approach



Recognize Biases



Psychological Safety



Manager Hiring Practices



Partner with ERGs

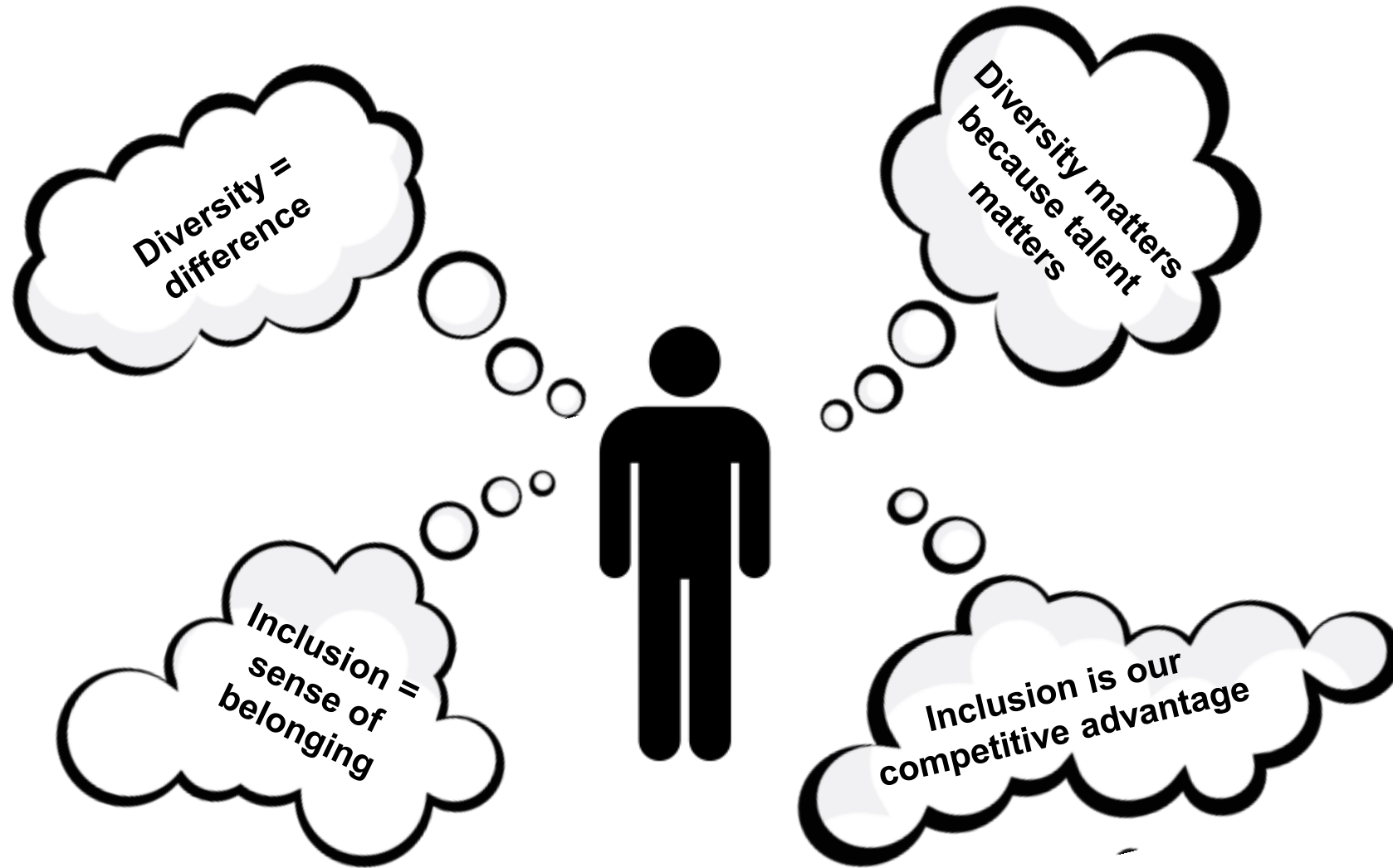


Open Dialog



D&I Communication

MaDP Approach



Communication Practice

“How would you answer” game

Why are you (white male) being asked to lead this change?

There won't be more advancement opportunities for white men with all this D&I stuff.

Why is D&I Important to you?
Why MaDP?

Why don't you just give us a goal? We'll get it done!

What terminology should I use when talking about a person of color? Black or African American? Hispanic or Latino?

?



MaDP Action Planning

- **Recognize biases.** Experiment with different approaches on how to handle them
- **Participate** in an Employee Resource Group and/or Professional Organization
- **Mentor/sponsor** a diverse candidate
- **Develop** diverse talent to strengthen diversity in the candidate pool for future positions
- **Ensure diverse candidate pools** and a **diverse interview panel** in the hiring process
- **Train and teach** Diversity and Inclusion initiatives
- Include D&I in Performance Management **People Goals**
- Complete a **personal D&I Action Plan**



Measuring Success



**Participate in an ERG
or Professional
Organization**



**Mentor a diverse
candidate**



**Utilize diverse hiring
panels and ensure
diverse hiring pools**



**Include D&I activities
in performance goals**

Other Successes

Formal Relationships/Events Conducted in 2019

- BERG – 17 MaDP mentors, 5 MaDP steering committee members
- SWE – 43 MaDP mentors
- WomenREACH – liaison established and D&I roundtable discussion events (2)
- Rainbow – liaison and steering committee members
- Hiring conferences attended: SWE, NSBE, TMCF, SHPE
- MaDP panel at top-level leadership meetings (2018 and 2019)
- Women in Manufacturing Conference MaDP session – Sept 2019
- Women in Operations Reverse Mentoring – 10 MaDP mentors
- Women in Operations – 1 MaDP steering committee member
- Women in Manufacturing – 1 MaDP member on national board

Annual Plan Example (Revised)

Group	FTF 1	Location	ERG	Conf Call	FTF 2	Location	ERG	Conf Call	FTF 3	Location	ERG
E*	19-Nov-19	Des Moines	WIO	11 Dec 2019 12:30-2PM	8-Jan-20	Waterloo	Rainbow	11 Feb 2020 12:30-2PM	3-Mar-20	Quad Cities	BERG
F	20-Nov-19	Des Moines	HOLA	12 Dec 2019 12:30-2PM	9-Jan-20	Waterloo	Rainbow	13 Feb 2020 12:30-2PM	4-Mar-20	Quad Cities	Women Reach
G	14-Apr-20	Waterloo	HOLA	19 May 2020 12:30-2PM	14-Jul-20	Dubuque	SWE	21 May 2020 12:30-2PM	29-Sep-20	Quad Cities	ICC/ Asian
H	15-Apr-20	Waterloo	WIO	18 Aug 2020 12:30-2PM	15-Jul-20	Dubuque	Rainbow	20 Aug 2020 12:30-2PM	30-Sep-20	Quad Cities	BERG
* mixed group											

North America Plan

- 1 x group will be mixed, Women/POC, LGBTQ (group E)
- 3 x similar MaDP groups
- Added Women Reach and ICC/Asian ERGs

Europe - Pilot

India - Pilot

Contact Information

David Ottavianelli

OttavianelliDavidF@JohnDeere.com

Steve Speich

SpeichSteve@JohnDeere.com



JOHN DEERE