

# Men as Diversity Partners

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# 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**

# 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

Psychological Safety

Assimilation

Inclusiveness



Conformity

Individuality





# 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 2019 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**





**JOHN DEERE**