### **Men as Diversity Partners**

Steve Speich, WiM Board Member Erin Welken, Chair, John Deere Women in Operations ERG





### **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**.

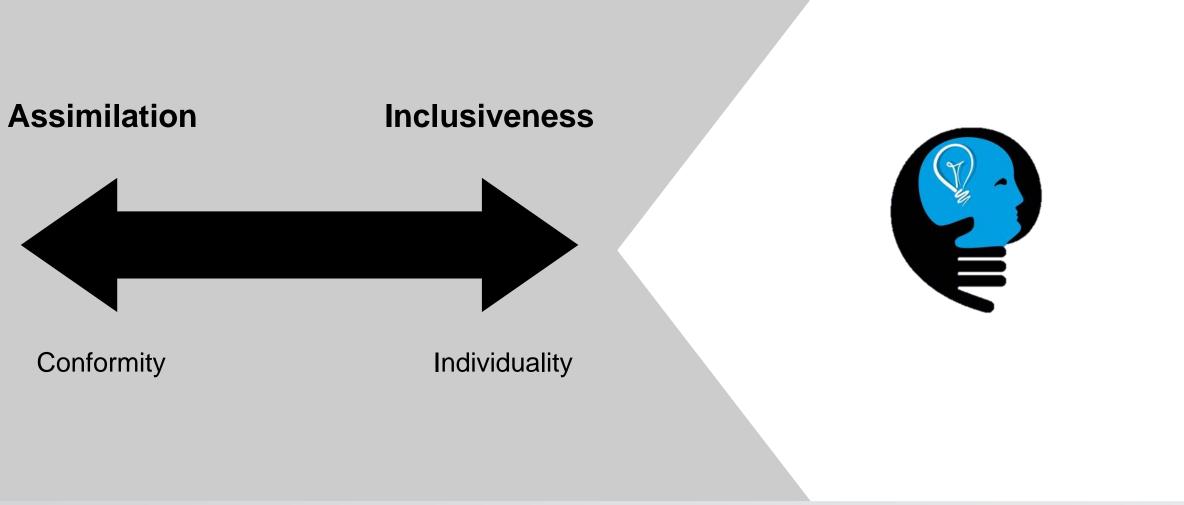
This is where your **POWER** lies.



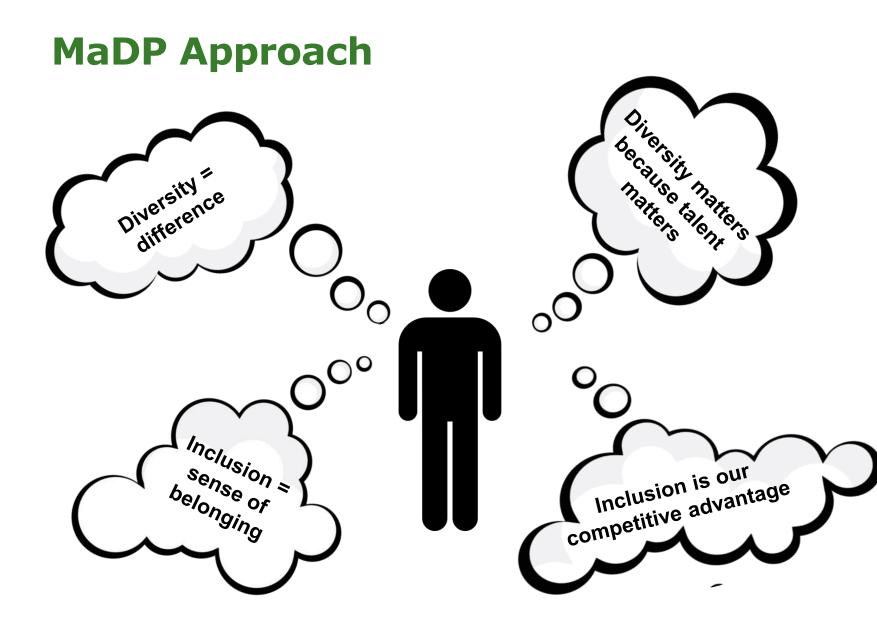


## **MaDP Approach**

Psychological Safety











Women In Operations







# **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**

