

Diversity Ideas: Five Diversity Plan Goals

I. City University of New York (CUNY)

Building on a strong foundation: A Strategy for Enhancing CUNY's Leadership in the Areas of Faculty Diversity and Inclusion

Goal

Continue CUNY's unwavering commitment to serve students from all backgrounds and support a world-class faculty.

Expected Outcomes

5. Engendering values and enhancing respect for cultural differences
6. Diversifying CUNY's workforce
7. Cultivating diversity and combatting bigotry
8. Fostering tolerance, sensitivity and mutual respect

[Source: Diversity & Recruitment at CUNY, pp 11 of 156,
[Diversity Action Plan](#)]

II. Coca-Cola Company

Diversity is measured by how they are seen in the eyes of others.

Goal

Mirror the rich diversity of the marketplace served and be recognized for our leadership in Diversity, Inclusion and Fairness.

Expected Outcomes

4. Enhanced workplace culture through leadership, passion, integrity, collaboration, diversity, quality and accountability.
5. Diversity Council and Business Resource Groups representing associates from all Coca-Cola Company functions and business units to implement and maintain programs that assure success in embracing the similarities and differences of people, culture, and ideas.
6. Successful diversity education and training programs.

[Source: The Coca-Cola Company>Our Company>Our Workplace>Diversity,
www.coca-colacompany.com/our-company/diversity/]

Diversity Ideas: Five Diversity Plan Goals (continued)

III. Cornell University

College of Human Ecology (CHE)

Open Doors, Open hearts, Open Minds

Goal

Make CHE a safe environment in which discussions of differences are expected and respected using its guiding principles to enhance its climate.

Expected Outcomes

7. Minimizing the “Culture of Silence”
8. Increasing our empathy
9. Enhancing our diversity
10. Strengthening the “Sense of Belonging”
11. Minimizing the “Stereotype-Threat”
12. Addressing the “Proximity of Interaction”

[Source: Cornell University>About>Administration>Diversity Plan,
www.human.cornell.edu/administration/diversity_plan.cfm]

IV. Kaiser Permanente

**Kaiser Permanente is a socially conscious leader
that supports and empowers its workplace.**

Goal

Continue the diversity inclusion and culturally competent medical care characteristics of Kaiser Permanente.

Expected Outcome

4. Increased membership through effective market segmentation approaches targeting the fastest-growing segments of our society.
5. Culturally competent medical care and culturally appropriate service.
6. Enhanced diversity, cultural competence, skills, and performance of Kaiser’s workforce.

{Source: Kaiser Permanente,
www.kaiserpermanentejobs.org/diversity.aspx}

Diversity Ideas: Five Diversity Plan Goals (continued)

V. U.S. Department of Veterans Affairs Office of Diversity and Inclusion (ODI)

*Building a diverse workforce and inclusive workplace to
deliver outstanding public service in the 21st century.*

Goal

4. A Diverse Workforce
5. An Inclusive Workplace
6. Outstanding Culturally Competent Public Service

Expected Outcome

4. Diverse, high-performing workforce that reflects all segments of society.
5. Flexible, collaborative, and inclusive work environment that leverages diversity and empowers all contributors.
6. Outstanding, culturally competent public service and stakeholder relations through effective leadership and accountability.

[Source: U.S. Department of Veterans Affairs,
Office of Diversity and Inclusion Strategic Plan,
www.diversity.va.gov/products/plan.aspx]

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