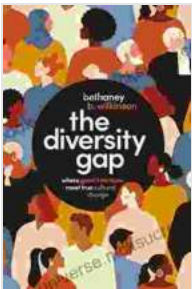


# Where Good Intentions Meet True Cultural Change

In the wake of the #MeToo movement and the Black Lives Matter protests, many organizations have made a renewed commitment to diversity, equity, and inclusion (DEI). But creating lasting cultural change is not easy. It requires more than just good intentions. It requires a deep understanding of the root causes of cultural issues, a willingness to engage employees at all levels, and a supportive environment for change.



## The Diversity Gap: Where Good Intentions Meet True Cultural Change by Bethaney Wilkinson

★★★★☆ 4.6 out of 5

Language : English  
File size : 2648 KB  
Text-to-Speech : Enabled  
Enhanced typesetting : Enabled  
Print length : 268 pages  
Screen Reader : Supported



## Understanding the Root Causes of Cultural Issues

The first step to creating cultural change is to understand the root causes of the cultural issues you are facing. This can be a challenging task, as culture is often complex and multifaceted. However, there are a few key questions you can ask yourself to help you get started:

- What are the values and beliefs that drive our organization?

- How do these values and beliefs play out in our everyday practices?
- What are the barriers to creating a more inclusive and equitable workplace?

Once you have a better understanding of the root causes of your cultural issues, you can start to develop strategies to address them.

## **Engaging Employees at All Levels**

Cultural change is not something that can be imposed from the top down. It requires the buy-in of employees at all levels of the organization. This means engaging employees in the process of identifying cultural issues, developing solutions, and implementing change.

There are a number of ways to engage employees in cultural change, including:

- Creating employee resource groups (ERGs) that provide a safe space for employees to discuss issues of diversity and inclusion.
- Conducting listening tours to gather feedback from employees about the culture of the organization.
- Developing training programs that help employees understand the importance of diversity and inclusion.

By engaging employees at all levels, you can create a sense of ownership and buy-in for cultural change.

## **Creating a Supportive Environment for Change**

Cultural change is a journey, not a destination. It takes time and effort to create a more inclusive and equitable workplace. It is important to create a supportive environment for change that includes:

- **Leadership support:** Leaders must be visible and vocal supporters of cultural change. They must create a safe space for employees to talk about issues of diversity and inclusion, and they must be willing to hold people accountable for their actions.
- **Accountability:** It is important to set clear expectations for cultural change and to hold people accountable for meeting those expectations. This means creating clear goals and metrics, and providing regular feedback on progress.
- **Resources:** Employees need to have the resources they need to create cultural change. This includes access to training, development opportunities, and support from leaders.

By creating a supportive environment for change, you can help employees to feel comfortable and confident in their ability to make a difference.

Creating lasting cultural change is not easy, but it is essential for organizations that want to be successful in the 21st century. By understanding the root causes of cultural issues, engaging employees at all levels, and creating a supportive environment for change, you can create a more inclusive and equitable workplace that benefits everyone.

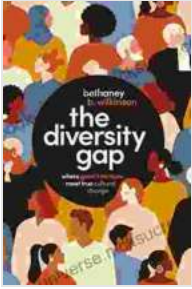
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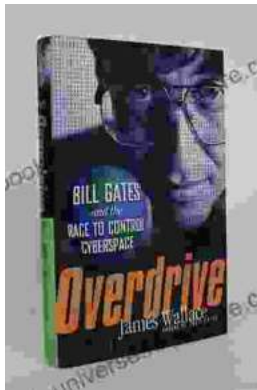
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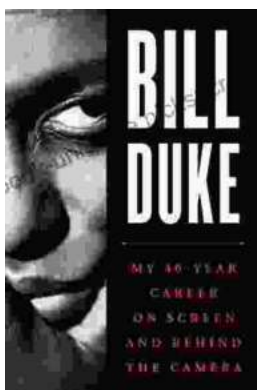


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