

ACTIVITY 11.1 | Identifying Major Diversity-and-Inclusion Roadblocks

Directions: Identify potential obstacles to diversity and inclusion that are operating in your organization. Write down some suggestions for your preplanning to avoid these potentially negative outcomes.

Potential Saboteur	How this is shown	How we can address it
Perceived lack of relevance		
Not using data to drive the initiative		
An "Us vs. Them" mentality		
Lack of understanding at the top regarding the nature and implications of commitment		
Failure to set context		
Not doing the upfront work		
Absence of clear goals and objectives		
Lack of tailoring in training		
Human nature		