

---

**ACTIVITY 11.2 | Diversity-Council-Saboteurs Checklist**

---

- Lack of team-building
  - Unclear mandate and charter
  - Absence of demonstrable executive and managerial support
  - Discrepancy between broad definition of diversity and narrow affirmative action measures
  - Management resistance to release time for council members
  - Single-issue advocacy from individual members
  - Infrequent meetings and contact
  - No ground rules for operating
  - Fear of resistance and unwillingness to take risk
  - Inadequate measurement and evaluation
  - Little emphasis on strategic and operational application
  - Using training as the major change vehicle
  - Little accountability for task accomplishment
  - Lack of urgency
  - Not gathering and using data to determine direction
  - Lack of diversity education
  - \_\_\_\_\_
-