

Listening, Learning and Acting Open to All The DRT!

*Everyone interested is welcome
and encouraged to attend.*

Meetings include:

- *A Short Structured Program*
- *Sub-Committees' Reports*
- *General Discussion*
- *Hot Topics*
- *Announcements*

Meetings are held the first
Thursday of each month

Feel free to bring a sack lunch

11:30 am — 1:00 pm

YWCA

605 N. Sixth Street, Lafayette, IN

www.ywcalafayette.org

In grateful partnership with the
YWCA



May 2014

Mission Statement

The Diversity Roundtable of Greater Lafayette Commerce works toward inclusion by encouraging access, equity and respect for all. The Diversity Roundtable provides leadership and promotes strategies to achieve a culture that values diversity as evidenced by attitudes, policies and practices within Lafayette, West Lafayette, and Tippecanoe County.

The Diversity Roundtable is committed to addressing multiple dimensions of human diversity, specifically those that are linked to conditions in our community that result from prejudice and discrimination.

The Diversity Roundtable has compiled a glossary of key terms that are related to dimensions of human diversity. These terms can be found on our website: (DiversityTippecanoe.org).

The Diversity Roundtable



DiversityTippecanoe.org

Greater Lafayette Commerce

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Addressing Issues of Diversity

DRT Sub-Committees:

Annual Best Practices Award: The DRT established a Best Diversity Practices Award in 2008 for companies who have demonstrated quality diversity training and practices. Since then, three more awards have been added to showcase outstanding diversity practices for a small and large business, a non profit, and an individual winner. Recipients for the 2013 awards were as follows: Workforce Diversity Best Practices: Grateful Heart Art Gallery and Voestalpine Rotec, Inc. Diversity Leader Award: Mike Piggott, and Diversity Leader Award: The Art Museum of Greater Lafayette The award is presented at the annual Greater Lafayette Commerce Awards Dinner .

Community Outreach: This sub-committee will represent the DRT at community festivals and events with handouts and literature. On an ad-hoc basis this sub-committee might take on community projects in which the DRT agrees to participate.

Summit: The DRT has sponsored six Diversity Summits in 2003, 2005, 2007, 2009, 2011, and 2013 The next Summit is being planned for spring 2015.



Website: A website has been developed in cooperation with the three county Human Relations Commissions. This website will be the home of links to diversity organizations and issues in Tippecanoe County. The website is: DiversityTippecanoe.org

Willingness to Serve Database: In an effort to expand and diversify the pool of emerging community leaders, the DRT has created a Willingness to Serve Database of individuals interested in serving the community as appointed members of non-profit boards, government commissions, and other community leadership positions. Organizations only work through the involvement of people, and the DRT wants to assure that all people have opportunities to lead in Tippecanoe County. To be included in the database, an individual should go to the website and complete the survey. The information submitted through the survey will be placed in a database housed at Greater Lafayette Commerce. The information will be available for boards and commissions as vacancies open.

Group agreement: In an effort to enhance discussion and open facilitation with our members and presenters, the DRT put together an agreement to be shared with all involved. It reads:

-All members of the DRT will be respectful of any speaker or issue raised at a DRT Meeting

-Since the members of the DRT are working on learning about diversity issues as individuals and as a group, any member of the DRT has the right to ask for clarification of any statement or issue discussed at a DRT Meeting

-Recognizing that there is a difference between impact and intent, the DRT expects that all speakers will have respectful intentions, however a particular statement might have a negative impact on an individual

-Understanding that the DRT is a place to build relationships and learning, any DRT member is encouraged to question a statement or issue that personally has a negative impact on them

-Each member of the DRT is asked to speak only for themselves and use "I" statements when questioning a speaker on a statement or issue

-It is the hope of the DRT that following this method of respectful questioning will provide practice in building relationships and learning about diversity as well as role modeling this behavior for the group