



Achieving Equity through Organizational Change

October 24, 2018

11:15am - 12:15pm

*Facilitators:
Mike Beebe & Viviana Aguilar*

Welcome! Howdy!

¡Bienvenidos! ¡Bienvenidas!

Glad you're here!

!Bienvenue!

Foon Ying! Aloha!

Willkommen!





Acknowledgements:

- Original keepers of this land
- WA State HealthCare Authority & Healthier Washington
- The Doubletree Hotel

F. = Facilitating

A. = Awareness &

C. = Change for

E. = Equity



Consulting Collaborative



Learning Outcomes:

- ❖ Introduce MultiCultural Organizational Development Model.
- ❖ Identify the stage or stages your organization is at.
- ❖ Identify Next Steps for Equity

Workshop Flow:



- Welcome, intros, overview
- MCOD at a glance
- The MultiCultural Organization
- The MCOD Stage Model- a deeper dive
- Discussion: What stage are we at?
- Steps to Strategic Organizational Change
- Appreciations & Closing

A Multicultural Organization

Jackson, Hardiman, and Holvino

- 1: Clear **commitment** to creating an inclusive organization
- 2: Seeks, develops, and values the **contributions and talents of all members**
- 3: Includes **all members as active participants in decisions** that shape the organization
- 4: **Employees reflect diverse social and cultural groups** throughout all levels of the organization; and **demonstrate the multicultural competencies** to serve the increasingly diverse student populations

A Multicultural Organization

continued

- 5: Acts on its commitment to eliminate all forms of exclusion/discrimination within the organization, including racism, sexism, heterosexism, ageism, classism, ableism, religious oppression, etc.
6. Follows through on broader social and environmental responsibilities.

MCOD Stage Model

Stage 1: The Exclusionary Organization

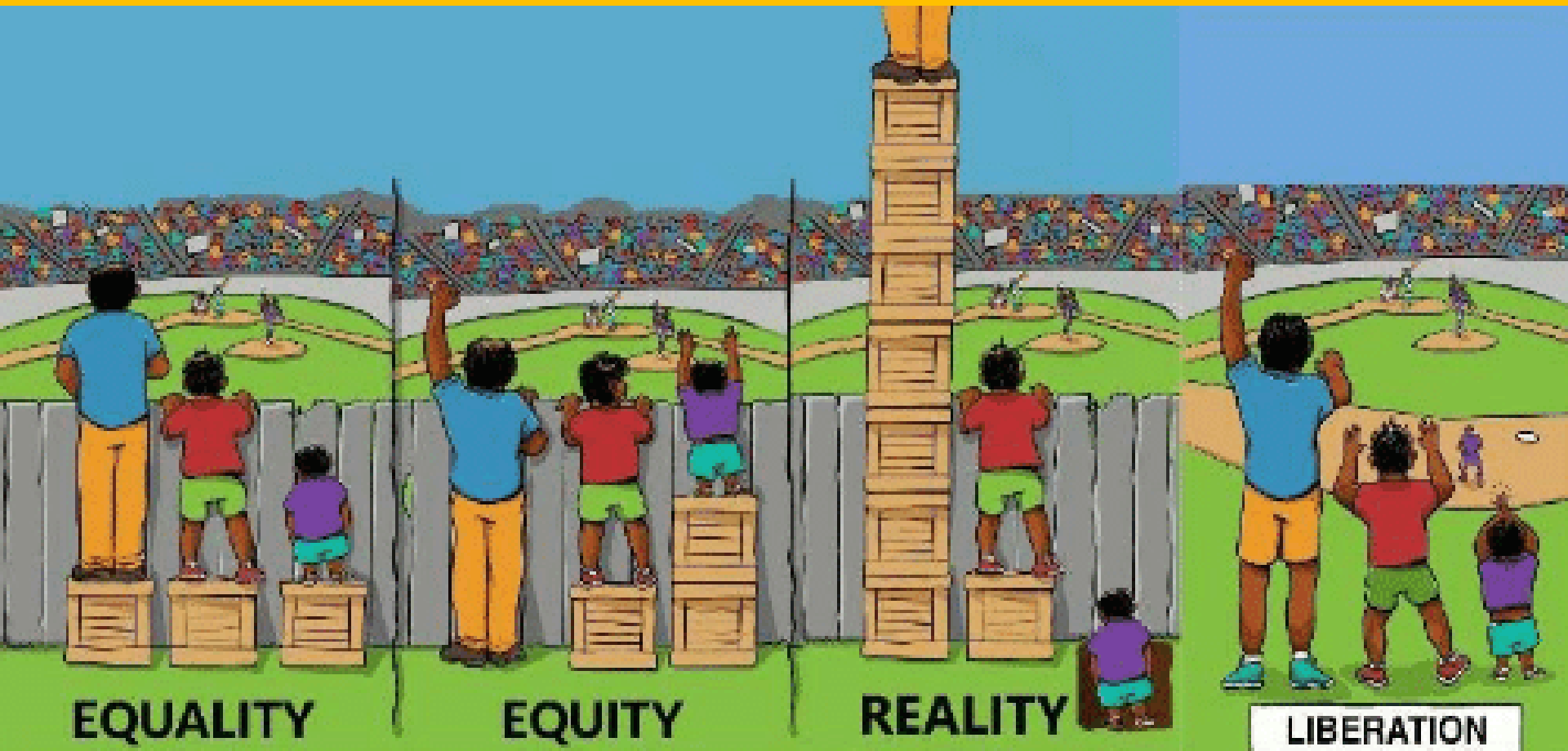
Stage 2: The Club

Stage 3: The Compliance Organization

Stage 4: The Affirming Organization

Stage 5: The Redefining Organization

Stage 6: The Multicultural (Inclusive)
Organization



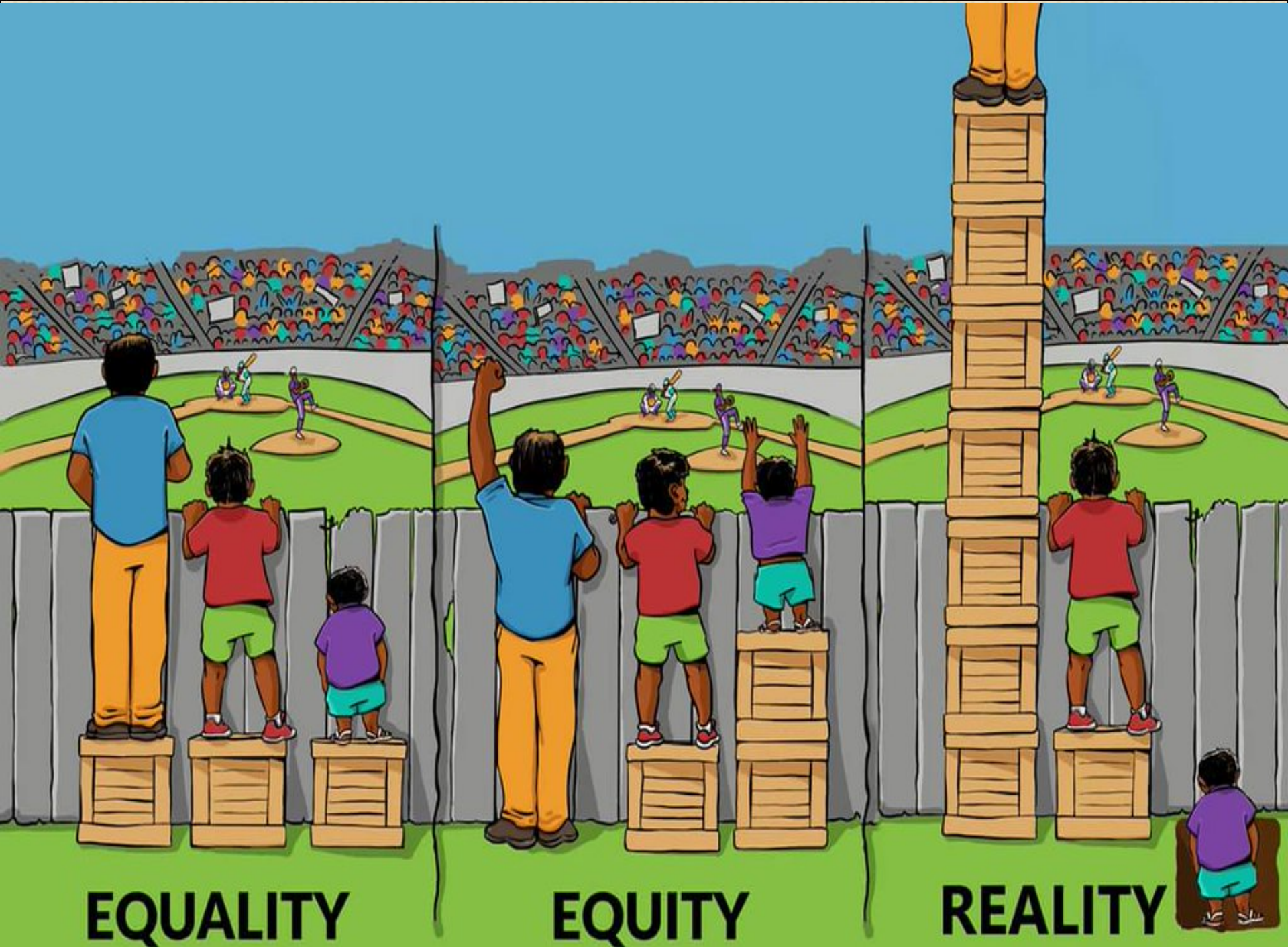
EQUALITY

EQUITY

REALITY

LIBERATION

Liberation



EQUALITY

EQUITY

REALITY

MCOD Stage Model: Stages 1-3

- Stage 1: The Exclusionary Organization
 - **No way!**
- Stage 2: The Club
 - **Our way or the highway!**
- Stage 3: The Compliance Organization
 - **The letter of the law!**

MCOD Stage Model: Stages 4-6

- Stage 4: The Affirming Organization
 - **We welcome “diverse candidates.”**

- Stage 5: The Redefining Organization
 - **Inclusion is central to our success and daily practices!**

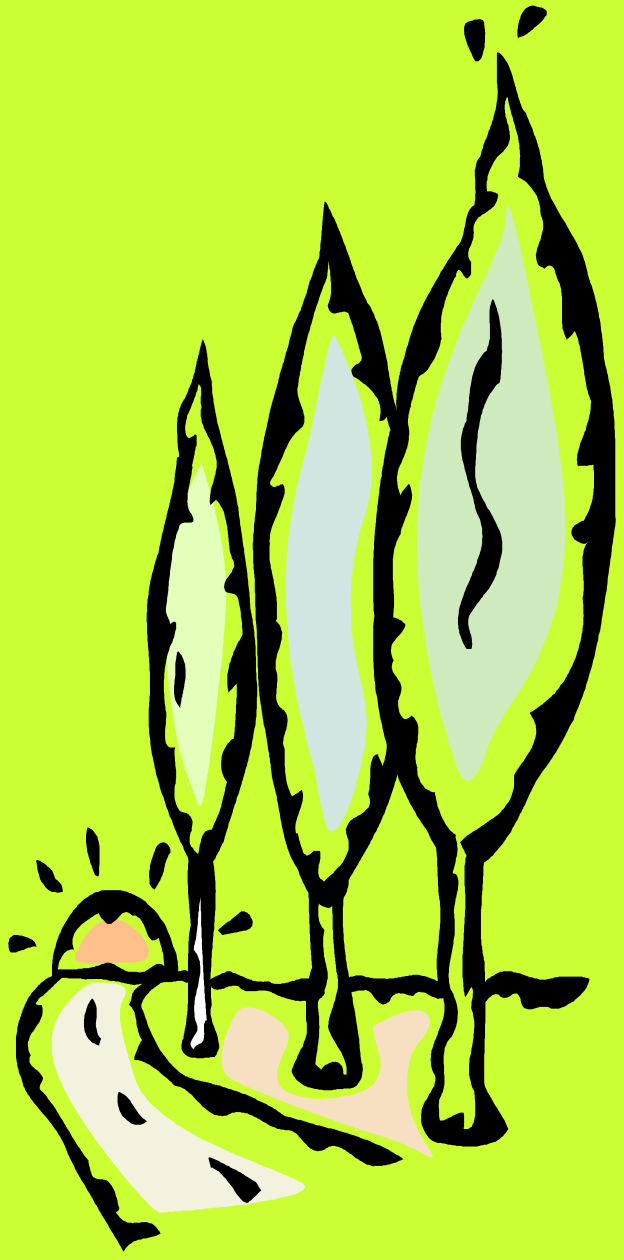
- Stage 6: The Multicultural (Inclusive) Organization
 - **We live inclusion values and practices every moment!**

Instructions for Group Discussion

- Read the assigned stage at your table and discuss:
 1. Name an example of your assigned stage at work
 2. What do you see happening at this stage in your workplace (if any)?
 3. How does this inform your next steps to creating a more equitable organization?

Steps to Organizational Change

- Gain Leadership commitment
- Form a Change team
- Communicate Vision
- Conduct a Cultural Audit/Assessment & analyze
- Identify “Best Practices” used by other organizations
- Create Strategic Plan
- Implement Plan for accountability
- Evaluate progress and revise plan



Thanks for sharing!!

Xie Xie Asante

MAHALO!

Danke! Salamat po!

¡Gracias! **Grazie**

Merci! Arigato!

Toda Shukran

¡Buena suerte!