

The Value Proposition of Inclusivity



The value proposition of inclusion

Key connection areas:

- Governance
- Leadership
- Strategic
- Operations



Governance

What does the pool's governing body get out of this work?

- We are still getting there
- Setting the stage

Governance

What does the pool's governing body get out of this work?

- Improves communication skills
- Creates engagement
- Pipeline development



Leadership

What does the pool leadership get out of this work?

- Ability to better lead the team and give governing body what they need
- The next generation of dedicated pool staff
- Personal fulfillment



Strategically

What does the pool member get out of this work?

- Increased awareness about diversity of thought
- Confidence in the pool as a thought leader



Operationally

What does the pool staff get out of this work?

- Builds trust among staff
- Creates an environment likely to attract the next generation of workers
- Improves work efficiency and problem solving



Closing Thoughts

“When we listen and celebrate what is both common and different, we become wiser, more inclusive, and better as an organization.”

- Pat Wadors

“A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone.”

- Sundar Pichai



Panelists

Steve Craig, VRSA

Ellen Alcala, CSJPA

Valeria Dixon, CSJPA

Melissa Hernandez, CSJPA

Cindy Wilkerson, SIG

Nancy Mosier, SIG

Brett Davis, PDRMA

