



Cheryl Cofield, director of inclusion and engagement at Staff Diversity, Inclusion, and Engagement, facilitates a Community Dialogue on micro-messages.

Overview

As part of Institute Diversity, Staff Diversity, Inclusion, and Engagement leads initiatives, programs, and events for all employees to build community, grow leaders, and transform the culture through modeling inclusive excellence.

In the years ahead, we must continue to enhance a culture of collegiality, close collaboration, global perspective, intercultural sensitivity and respect, and thoughtful interaction among a diverse community.

— *Georgia Tech's Strategic Plan: Designing the Future*

CREATING THE NEXT®



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» STAFF DIVERSITY, INCLUSION, AND ENGAGEMENT



Mission

To engage employees who represent a rich tapestry of identities, backgrounds, perspectives, interests, and talents, and cultivate a positive organizational culture.

Vision

To model inclusive excellence by encouraging employees to tap into their innate brilliance and common humanity — thus fostering personal and community transformation.

Initiatives and Programs

Staff Diversity, Inclusion, and Engagement offers the following initiatives and programs:

- » **Leadership Development** – Provides a self-guided professional development experience to leaders who proactively want to build self-awareness, improve personal power, and increase their global leadership capacity through the following programs:
 - **Inclusive Leaders Academy** – Offers a professional leadership and legacy development program for Institute managers driven by an innovative learning curriculum.
 - **One-on-one Coaching** – Coaches executives and senior or emerging leaders on self-awareness and authenticity, self-mastery, self-care and resilience, and storytelling and legacy development based on Tech's Transformational Learning Curriculum.
 - **Team Coaching** – Coaches leadership teams on creating engaging and inclusive environments.
- **Leading Women@Tech** – Creates empowerment opportunities for women leaders and builds a community of women who will advance a culture of inclusive excellence.



» **Engagement** – Builds communities of engaged employees who experience a greater sense of belonging through the following:

- **Community Dialogues** – Creates spaces such as roundtables, reading circles, and storytelling salons for employees to share stories and lived experiences.
- **Employee Resource Groups (ERGs)** – Offers forums for like-minded employees to enhance their employment experience.
- **Transformative Narratives** – Leads the Institute's practice for using stories to generate social awareness and foster belonging within the campus community.
- **Workshops** – Offers workshops and training to employees on a variety of topics — from bullying to social justice.

“The coaching program provided a quiet space in which to reflect on issues of leadership — with a thoughtful, knowledgeable, trusted, independent guide — to identify opportunities for growth and develop them. I draw on the experiences with my coach, Pearl Alexander, daily.”

— *Paul Goldbart, dean and Sutherland Chair, College of Sciences*

“Community Dialogues encourage honesty, and provide opportunities to talk with others and be made aware of things you might not otherwise know. I like the idea of being part of something that will actually effect positive change and take meaningful steps to change the culture.”

— *Charles Isbell, senior associate dean, College of Computing, and professor, School of Interactive Computing*

Partnerships

Staff Diversity, Inclusion, and Engagement welcomes partnerships with foundations and donors to greater serve employees at Georgia Tech. Learn more at sdie.gatech.edu.



With more than 1,400 members to date, there are six ERGs at Georgia Tech: GRIOT (African Heritage), HOLA (Hispanic/Latinos), Web of Brilliance (Introverts), PRIDE (LGBTQIA), RESILIENCE, and Women of Georgia Tech.