A MHTC DIVERSITY, EQUITY & OPPORTUNITY INITIATIVE EVENT

A SYSTEMATIC APPROACH TO TALENT MANAGEMENT FOR WOMEN & URMS

📅 SEPTEMBER 9, 2021
⏰ 11:00 AM - 12:00 PM EDT
📍 ZOOM

INTRODUCTION

Chris Anderson
President
Massachusetts High Technology Council

Welcome Message

Belinda Hyde, Ph.D.
SVP & Chief Human Resources Officer
Waters Corporation

Keynote Speaker
AGENDA

1. Introduction
   - Welcome
   - Keynote Speaker

2. Executive Panel Discussion

3. Taking Action

4. Closing Remarks
A SYSTEMATIC APPROACH TO TALENT MANAGEMENT FOR WOMEN & URMS

Belinda Gaye Hyde, Ph.D.
CHRO of Waters Corporation
September 9, 2021
KEY TALENT PROCESSES

Performance Management
Leadership & Professional Development
Succession Planning

Unconscious Bias
Inattention to Inclusion

Career Management/Mobility
Talent Acquisition

Conservatism/Risk Avoidance
Lack of Visibility

Compensation Planning
Benefits Design
Workforce Planning

Historical Decisions
Habit
ONE POTENTIAL ROOT CAUSE

Lack of authentic, heterogeneous relationships at work

Why?

- People gravitate toward those who are similar to themselves
- Desire for psychological safety
- Perception of scarcity
- ...
GENERATING HETEROGENEOUS RELATIONSHIPS

How do we generate more authentic, heterogeneous relationships?

Proximity + Time + Challenging Common Goal

Create and cultivate more opportunities for diverse groups of people to come together to solve important, challenging problems—with constraints!
PANELISTS

Burunda Prince
Chief Operating Officer
Russell Center for Innovation & Entrepreneurship

Andy Youniss
President & CEO
Rocket Software

Kenya Jacobs
Director of Diversity & Inclusion
Trane Technologies

Kameelah Benjamin-Fuller
Chief Diversity Officer & CSR Leader
PTC

Moderator
TAKEING ACTION
TAKEAWAYS

Familiarity, Comfort, & Trust (FCT)
FCT are the foundations of how relationships are built, and opportunities are given. Utilize FCT to generate authentic, heterogeneous relationships with colleagues across all functions, levels, and dimensions of diversity.

Make Room for Mentorships
Block off one-hour per week in your calendar for check-ins/conversations with mentees. Make room in your schedule for those who are interested in coaching/mentoring.

Be Yourself, Take Risks & Stand Your Ground
Be ready, be prepared, and advocate for yourself and speak to those things you do well.

Invest in DEO (as you would with any other business priority)
Treat DEO efforts as every other business imperative at your company. Resource it, measure it, and put strategy behind it. Don’t just let it happen.

Be Intentional About Your Culture
Be as intentional about your culture as you are about building your business. Find ways to co-design that culture with your people, prospects, and partners.

Be Your Own, Take Risks & Stand Your Ground
Be ready, be prepared, and advocate for yourself and speak to those things you do well.

Lead by Example
Senior leaders should participate, be leaders, sponsors, mentors, allies. Go out of your way to provide those sponsorships and create spaces where authentic relationships can thrive.

Be Prolific & Consistent
Evaluate your website. Does it reflect the culture you are looking to have in your company? Is there a DEI statement? How deep does one have to dig to find POCs or women? What are your employees saying on your engagement scores?

Utilize Employee Resource Groups (ERGs)
Think of ERGs as another place for talent development. They are not just a place to connect, they are a place to learn and flourish. Strategize how a collection of people with similar interests and energy can help support each other and grow.
RESOURCES

- **PTC’s Journey with Diversity, Equity & Inclusion: A Conversation Between CEO & Chief Diversity Officer**
  - Featuring today’s Moderator, Kameelah Benjamin-Fuller
- **George Floyd, a Year On: How Have Leaders Measured Up?**, Poppulo
  - Featuring today’s Moderator, Kameelah Benjamin-Fuller
- **The Mousai Group**
  - Building inclusion and cultural equity through both programmatic and custom experiential approaches
- **MLT**
  - Create winning diversity strategies
- **Anti-Racism & Allyship 7-Day Journey via Stanford Graduate School of Business**
  - 7-day self-paced journey toward anti-racism and allyship
- **Are Your Diversity Efforts Othering Underrepresented Groups?, Harvard Business Review**
  - The importance of language when talking about diversity and inclusion
- **Building Trusting Relationships, Korn Ferry**
  - Familiarity, Comfort, & Trust fact sheet
- **Invisible Women** by Caroline Criado Perez
  - A range of case studies, stories and new research from across the world that illustrate the hidden ways in which women are forgotten, and the impact this has on their health and well-being
- **Simmons University’s Institute for Inclusive Leadership**
  - Dedicated to manifesting equity, allyship and gender parity in leadership
- **Kimberlé Crenshaw: The Urgency of Intersectionality | TED Talk**
  - As a pioneer in critical race theory, Crenshaw helped open the discussion of the double bind faced by victims of simultaneous racial and gender prejudice. Click [HERE](#) for more on Crenshaw
- **Rehumanizing Leadership: Putting Purpose Back into Business** by Sudhanshu Palsule & Michael Chavez
  - The tools and mindset that you need to lead your organization into the 21st century
- **The James Baldwin & William F. Buckley Debate (1965)**
  - In 1965, Baldwin and Buckley were invited to The Cambridge University Union to debate the resolution “The American Dream is at the Expense of The American Negro”
THANK YOU!

To watch the program recording, click HERE.

To learn more about MHTC’s Diversity, Equity and Opportunity Initiatives, visit http://www.mhtc.org/diversity-equity-and-opportunity/.