

# Look at Same Issues from Different Angles



# What's Your MicroTrigger®?

# Thoughts?

**We judge ourselves by our motives.**

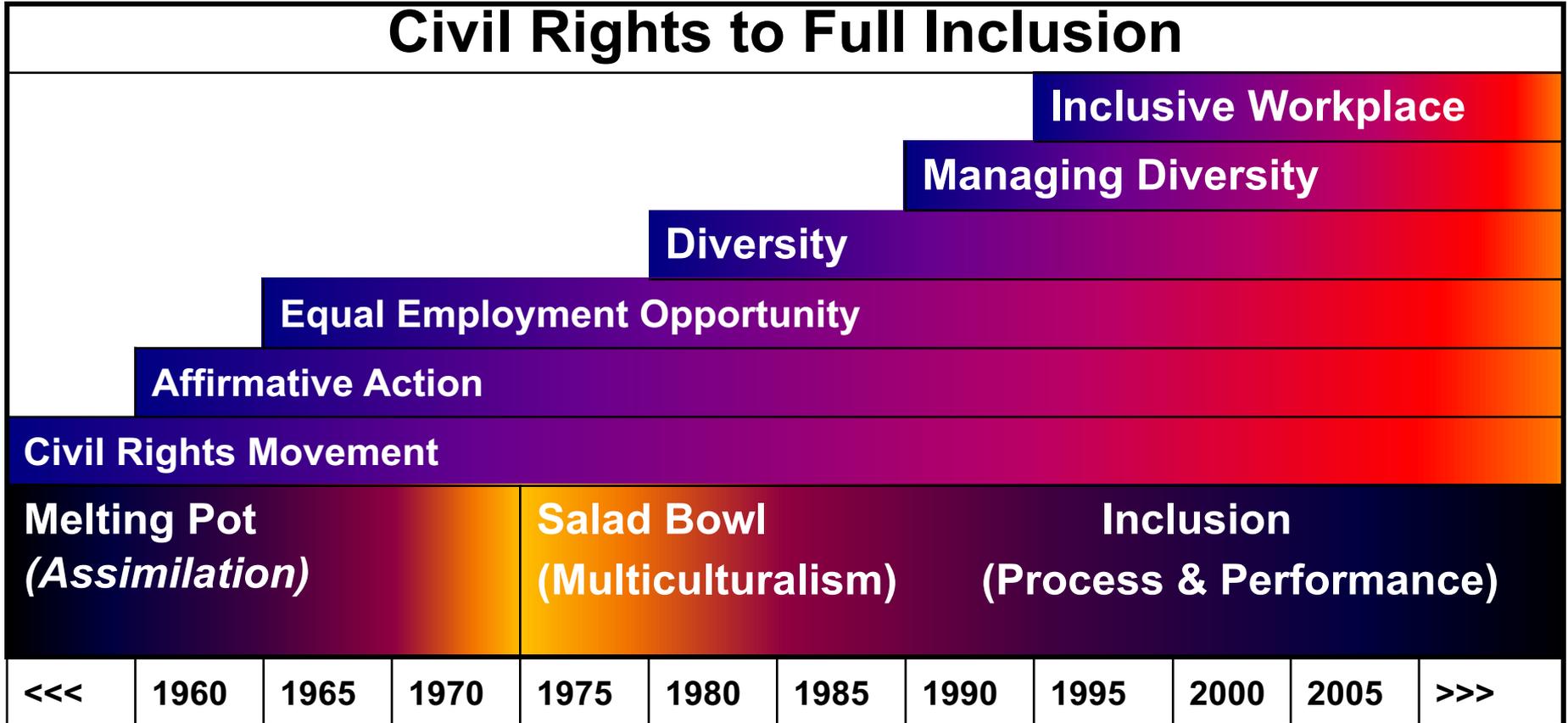
**We judge others by their behaviors / actions.**

the PAST



# Historical Perspective

## Civil Rights to Full Inclusion



# What's Your Diversity Paradigm?



The Center for Association Leadership



The Center for Association Leadership

## ***Diversity + Inclusion***

the way we think

**CULTURAL**

WORK STYLE | LEARNING STYLE

the way we do things

**PROCESSES**

TEAMWORK | INNOVATION

the way we are

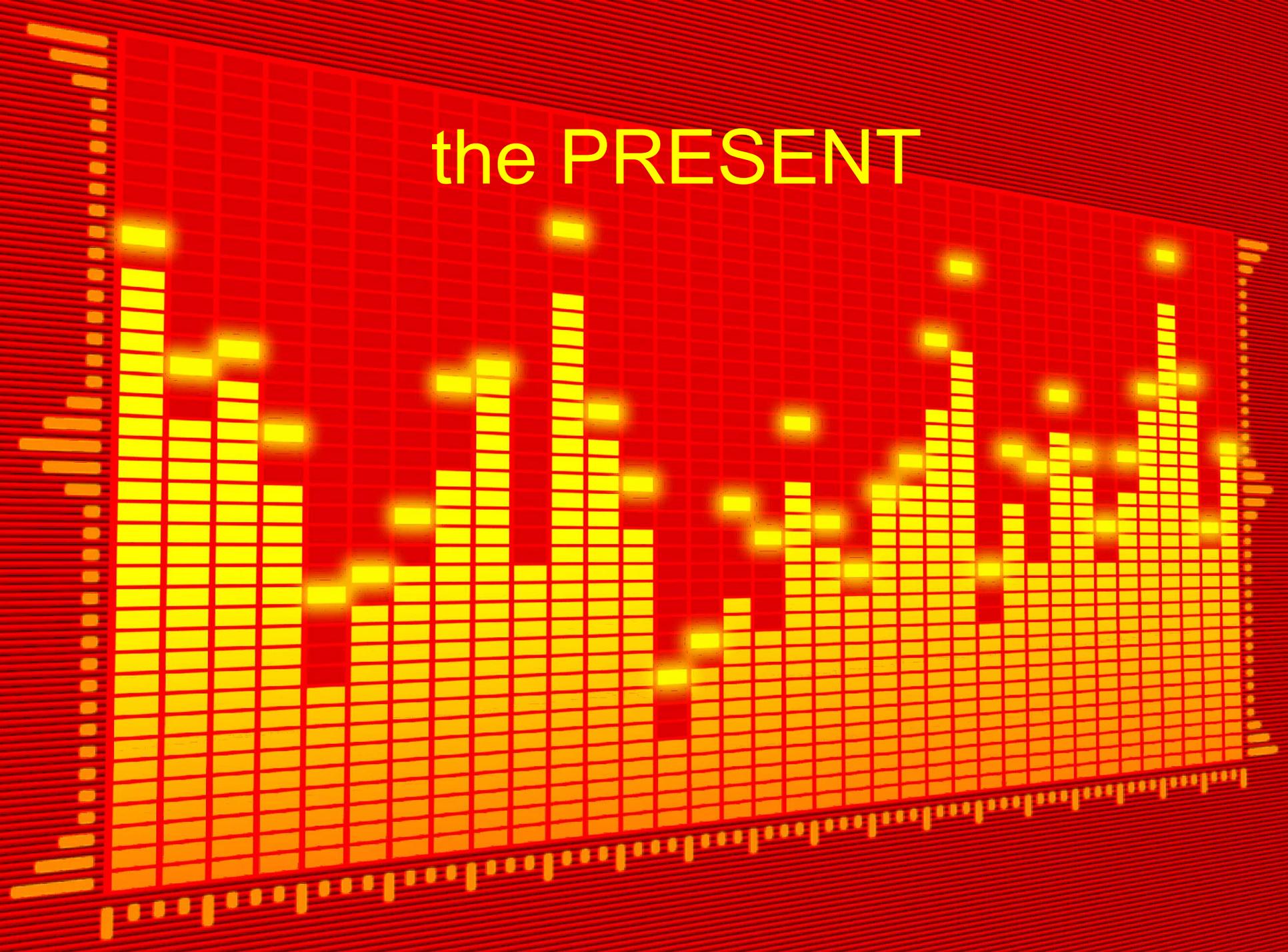
**HUMAN**

DEMOGRAPHICS | IDENTITY

ASAE's Diversity + Inclusion Efforts



# the PRESENT



# Historic Figures

25

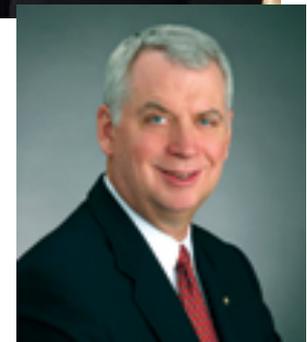
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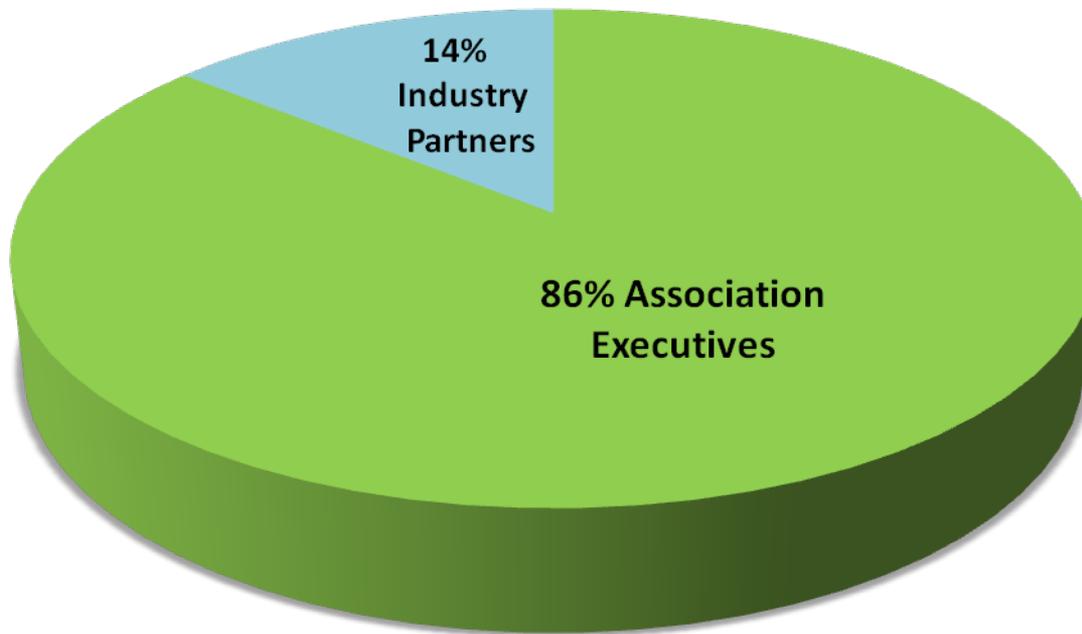
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# The Movers and Shakers



# ASAE Overview

- 21,000+ Members
- 11,000 Organizations Served
- 287 Million People & Organizations Represented Worldwide



■ 18,000+ Association Executives

■ 3,000+ Industry Partners

# ASAE's Evolution

Member Involvement

Norms/Motivation

Numbers



IF IT DOESN'T **CHALLENGE** YOU  
IT DOESN'T **CHANGE** YOU  
- FRED DEVITO



A vibrant concert scene with a DJ on stage and a crowd with raised hands under blue lighting. The text "the FUTURE" is overlaid in the center.

the FUTURE



# ASAE D+I Strategy

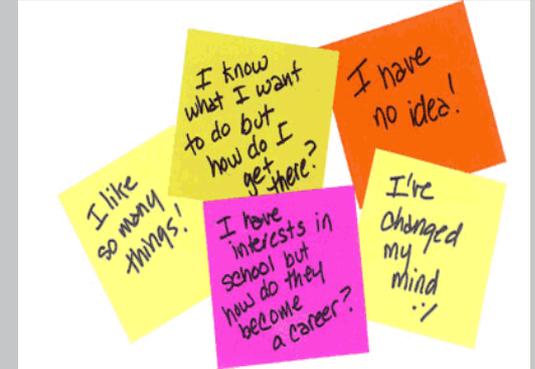
Community



Content



Career  
Dev



Three Major Building Blocks  
of ASAE's Office of Diversity + Inclusion

# association inclusion

index



Home Your Association ▾

## Your Association

Click on the titles below to enter the information about your association.

### Global Metrics



#### Profile

- » Respondent Profile
- » Organizational Profile

12 of 13 questions answered

### Annual Metrics

2012



#### Mission & Focus

- » Mission & Focus
- » Global & International

11 of 12 questions answered



#### Operations

- » Hiring
- » Policies
- » Equal Opportunity Employment
- » Retention
- » Vendors
- » Org. Performance

23 of 40 questions answered



#### Roles & Leadership Accountability

- » Board of Directors
- » Membership
- » Volunteer Groups
- » Senior Administration
- » Accountability & Strategy

13 of 13 questions answered



#### Communications & Culture

- » Cultural Competency
- » Identity Safety
- » Marketing/Communications
- » Meetings/Event Planning

23 of 27 questions answered



#### Resources

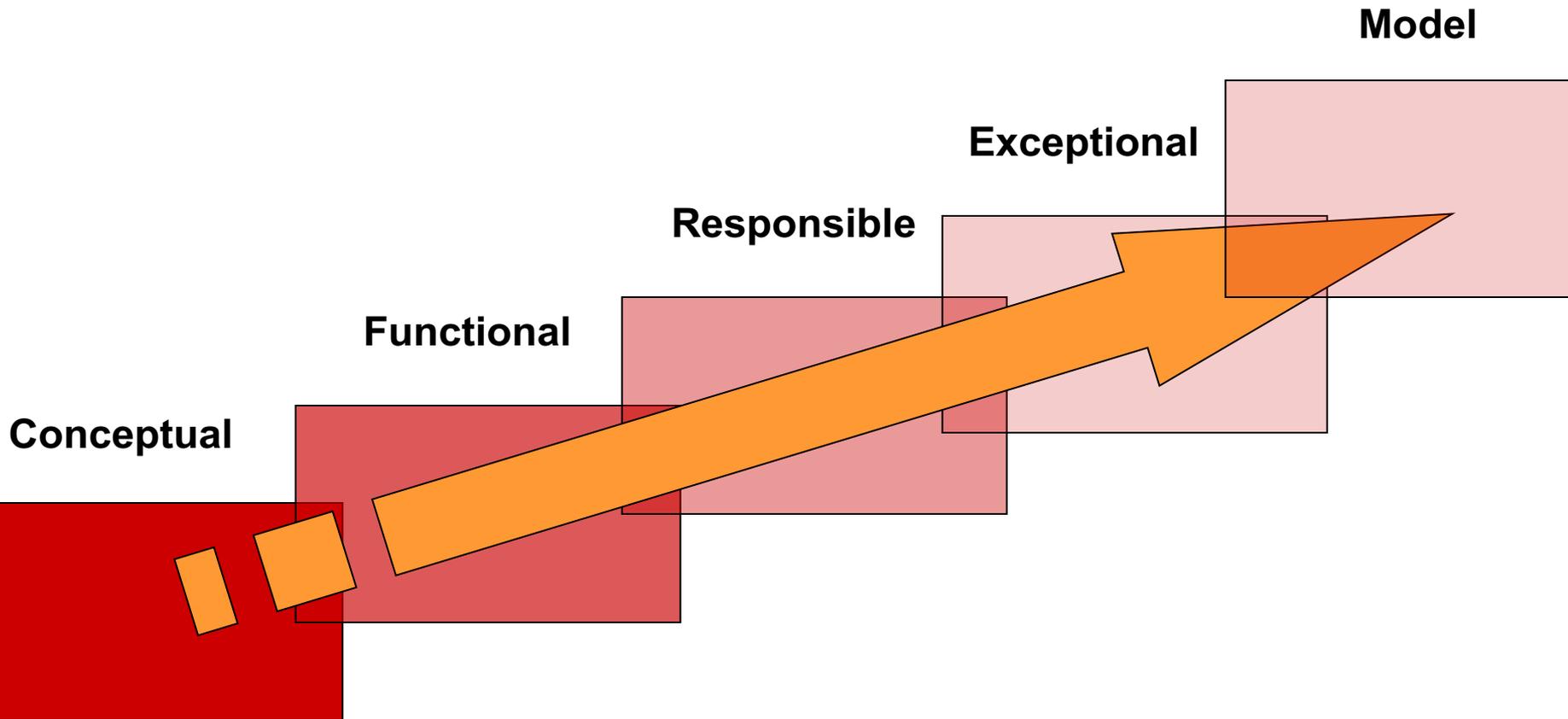
- » Fundraising/Resource Acquisition
- » D&I as a Cost or Investment

7 of 7 questions answered



You have completed 79% of the questions.  
[Click here](#) to submit your answers and see your score results.

# Enterprise Model – The “Walk”



# Q & A

the way we think

**CULTURAL**

WORK STYLE | LEARNING STYLE

the way we do things

**PROCESSES**

TEAMWORK | INNOVATION

the way we are

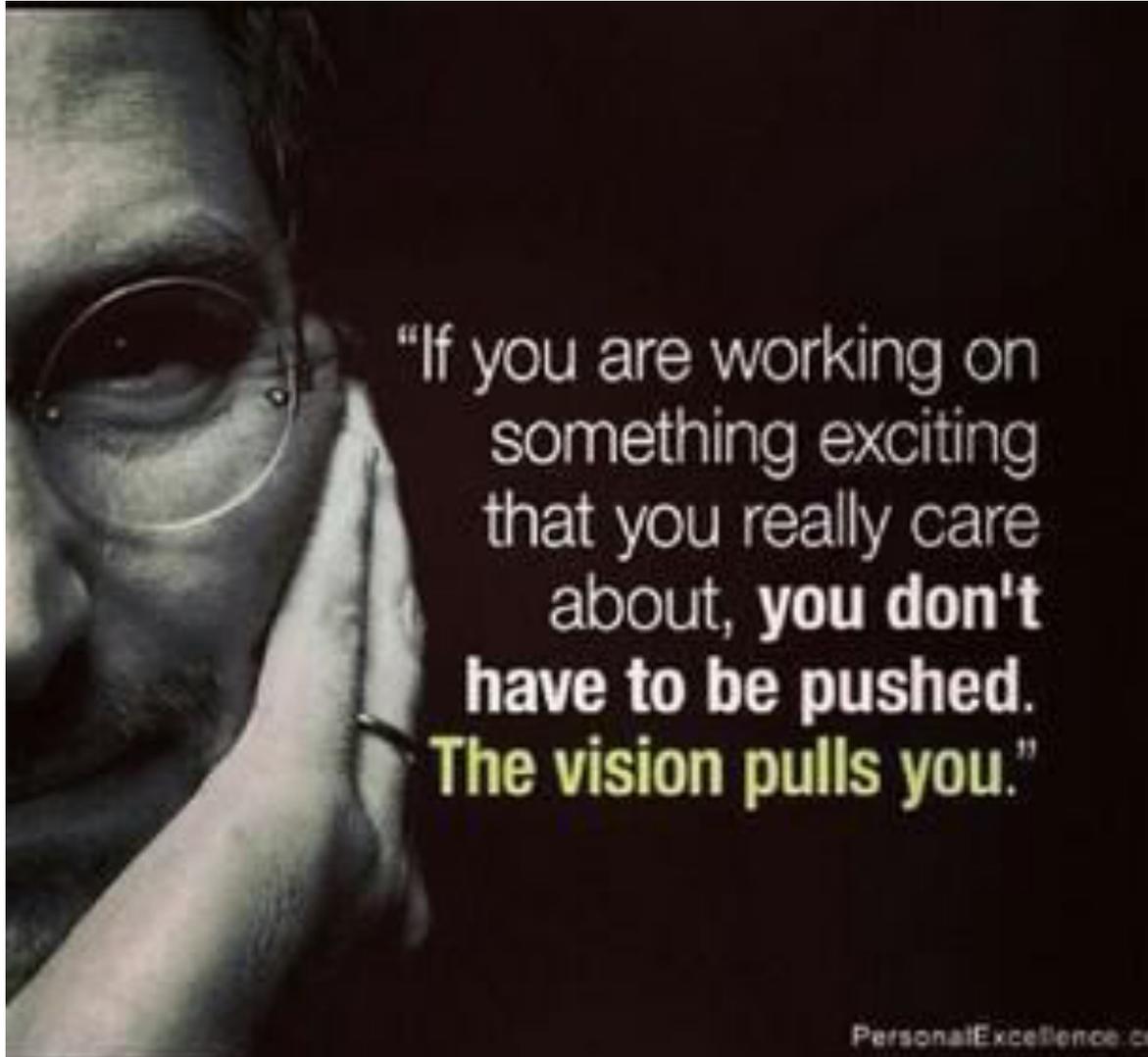
**HUMAN**

DEMOGRAPHICS | IDENTITY

ASAE's Diversity + Inclusion Efforts

 **asae**  
The Center for Association Leadership

# Vision



“If you are working on something exciting that you really care about, **you don't have to be pushed.** **The vision pulls you.**”



# D&I Statement

# What's the mission and focus of D&I ?

- 3-5 years from now what do you want people to say about you?
- What did you accomplish?
- What was the impact?