



# Vision Setting Plenary: Co-Envisioning our Possibility

Tanya Cruz Teller and Vasintha Pather



# Our Possibility

**Organisational Development  
as a force for embracing  
diversity and inclusion  
in our living systems**



# Social Matrix Guidelines

- In participating, select one organisation that you would most like to work with at this conference.
- We will use the chimes to assist with timing. Please pause when you hear the chime, and we will then share the next guideline.
- We invite silence during the activity so that we all hear the statements, and experience what unfolds fully.
- If you're uncertain of a statement's meaning, feel free to interpret it in a way that makes sense for you.



# Social Matrix Statements\*

1.

My organisation has a strong vision and strategy for Diversity & Inclusion which is aligned with organisational goals.

\*Global Diversity & Inclusion Benchmarks: Standards for Organizations Around the World  
[www.centreforglobalinclusion.com](http://www.centreforglobalinclusion.com)



# Social Matrix Statements

2.

Leaders are accountable for implementing the organisation's Diversity and Inclusion vision and goals, and for being role models.



# Social Matrix Statements

3.

Diversity and Inclusion is integrated into recruitment, talent development, advancement and retention.



# Social Matrix Statements

4.

Benefits and services that go beyond legal requirements, and that are specific to the diverse needs and wants of employees are provided and updated.

*Examples include: subsidized dependent care, eldercare, lactation rooms, accommodation for religious practices, persons with disabilities and other special needs*



# Social Matrix Statements

5.

My organisation educates leaders and employees so they have a high level of Diversity and Inclusion awareness and competence.





# Social Matrix Statements

6.

My organisation ensures that assessment, measurement, and research guides Diversity and Inclusion decisions.



# Social Matrix Statements

7.

My organisation ensures that communication is a crucial force in achieving its Diversity and Inclusion goals.



# Social Matrix Statements

8.

My organisation actively connects Diversity and Inclusion and sustainability initiatives to increase the effectiveness of both.

Sustainability could include People, Planet, Prosperity, Peace, or Partnership.



# Social Matrix Statements

9.

My organisation advocates for Diversity and Inclusion progress within local communities and society at large.



# Social Matrix Statements

10.

Diversity and Inclusion are embedded in the design and development of my organisation's products and services in order to serve diverse customers and clients.



# Social Matrix Statements

11.

My organisation uses Diversity and Inclusion relevant marketing and customer services approaches. Methods promote positive role models and challenge stereotypes and assumptions.

*Examples include approaches within culture, language, regions, gender*



# Social Matrix Reflecting in Pairs

- In pairs, please take a few minutes to share any observations, feelings and reflections and what you think this could mean for Organisational Development.
- Please share for 3 minutes each
- CHIME will indicate time to start, switch over and end the activity.



# Sculpture 1

If you were to sculpt the current state of Organisational Development as a force for embracing Diversity & Inclusion in institutions, how would this look?





# Sculpture 2

Notice if there is any area that feels heavy,  
or even 'stuck'.



# Sculpture 3

Is there anything that wants to move or shift?



# Sculpture 3

If you were to make your sculpture a little lighter, a little more diverse and inclusive, what would you adjust?



# Sculpture 4

Inviting the possibility of  
Organisational Development being a force for  
embracing Diversity & Inclusion,  
where would this movement go?



# Sculpture 4

If we were to invite you  
to hold the vision collectively,  
honoring the diversity of sculptures in the room,  
how might you feel moved to shift?



# Vision Reflections

Common themes, symbols, and images

What about our community visions moved you?



# Individual Reflections

- How might I be a source of strengthened Diversity & Inclusion in my spheres of influence?
- What next best steps would I take and what might I need to take these steps?
- How might I engage with the conference in order to best serve my needs?
- How might I want to engage with resources present, like OD networks (IODA, SAODN, ODN, NTL, ISODC, others)?



# Our Vision

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**THANK YOU, ENKOSI**

Tanya Cruz Teller and Vasintha Pather

[tcruzteller@me.com](mailto:tcruzteller@me.com) [vasintha@inter-arise.com](mailto:vasintha@inter-arise.com)