



Discovering Your Blind Spots – Leading with Diversity & Inclusion

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Session Overview



Who is Wilder?

Twin Cities Demographics?

How did we get here?

What is the Itasca Leadership Cohort?

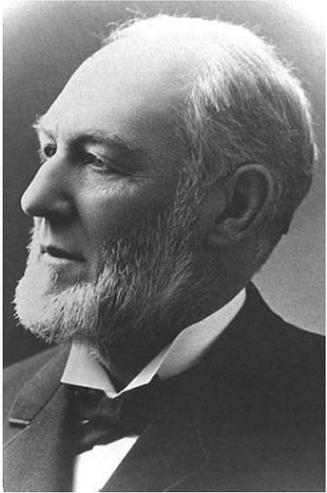
How Will We Know if it Works?

What Have We Heard?

Q & A



The Wilders



Amherst H.
Wilder
1828 - 1894



Fanny
Spencer
Wilder
1837 - 1903



Cornelia Day
Wilder
Appleby
1868 - 1903

Care for the sick and needy of St. Paul and, in general, “the conservation of human resources by the provision of human services responsive to the welfare needs of the community, all without regard to, or discrimination on account of, nationality, sex, color, religious scruples or prejudices.”

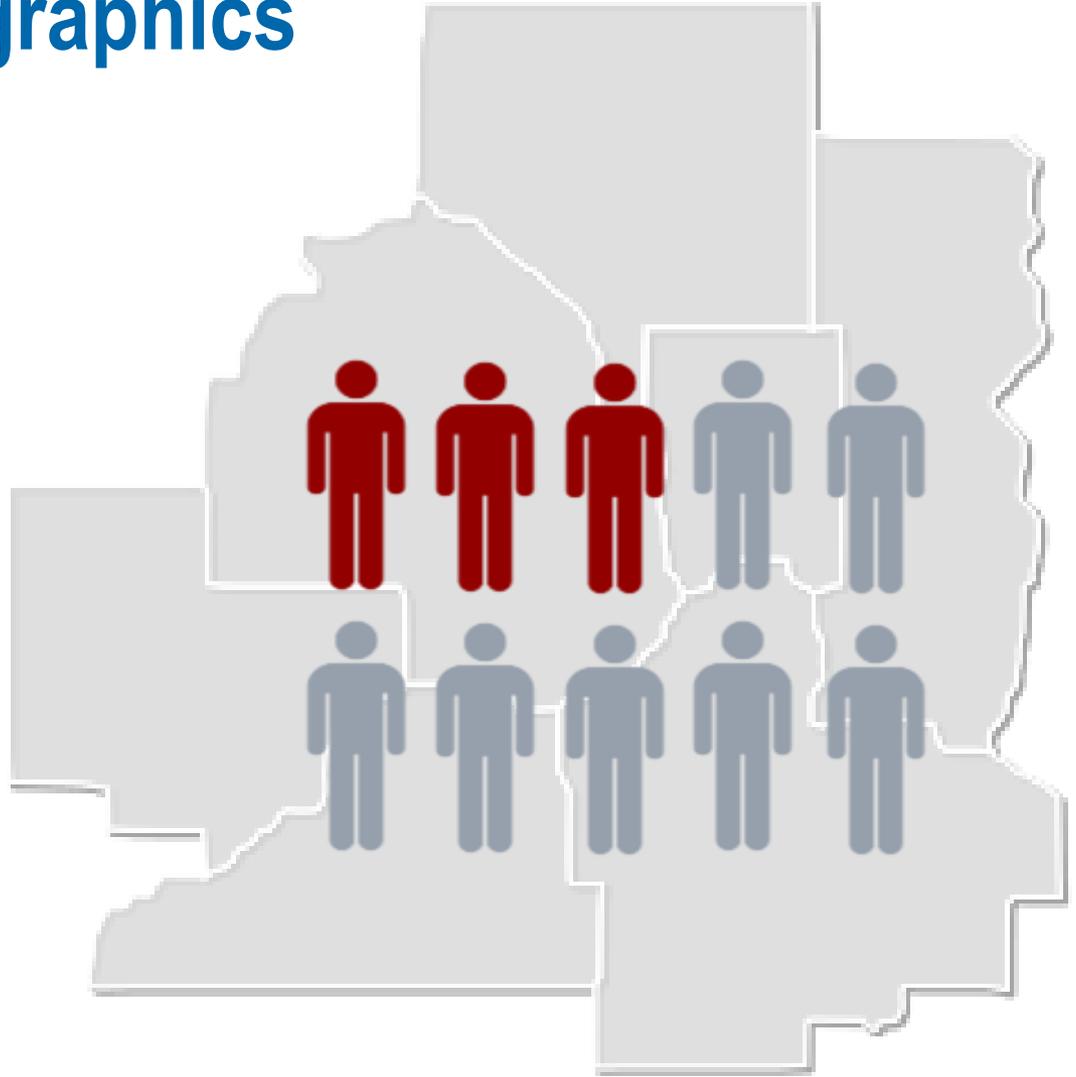
Twin Cities Demographics

Of all residents in
the Twin Cities,

nearly

3 in 10

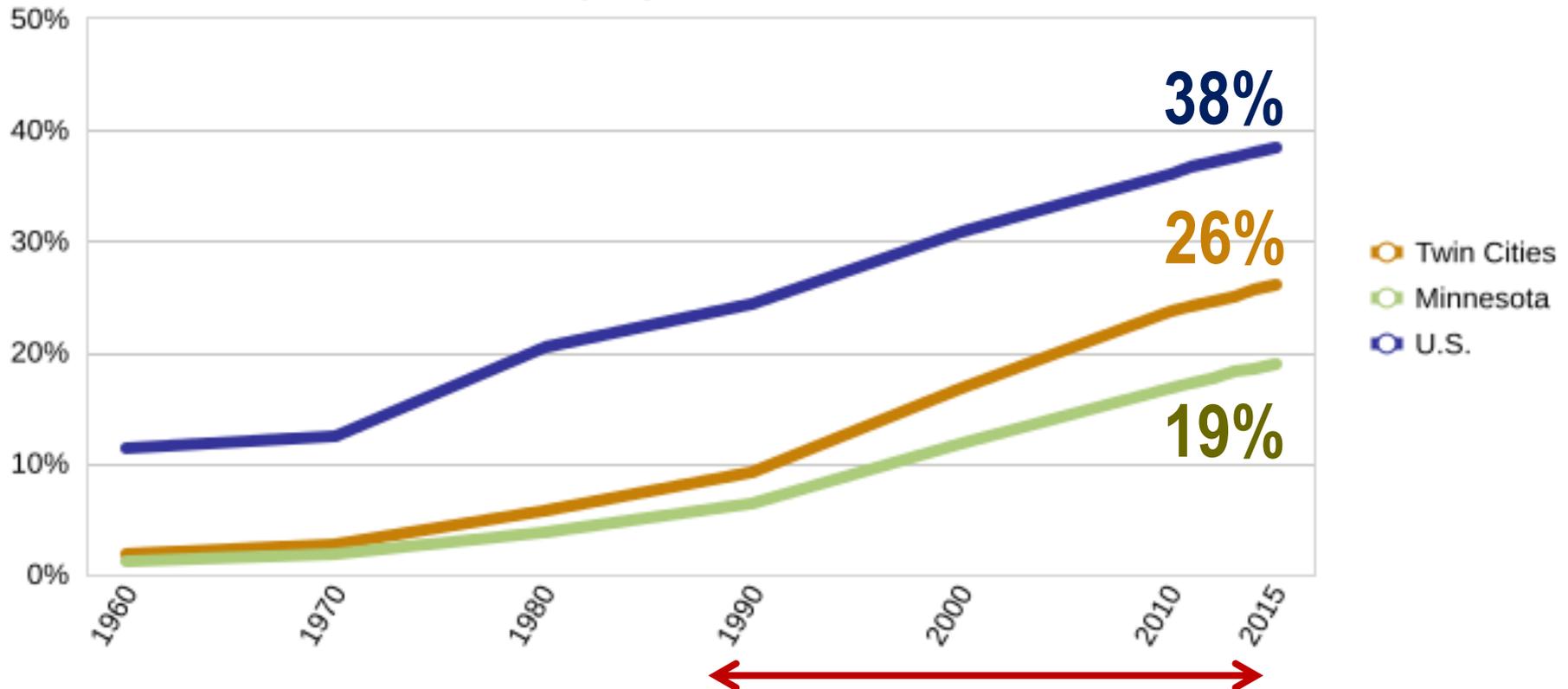
are persons of
color.



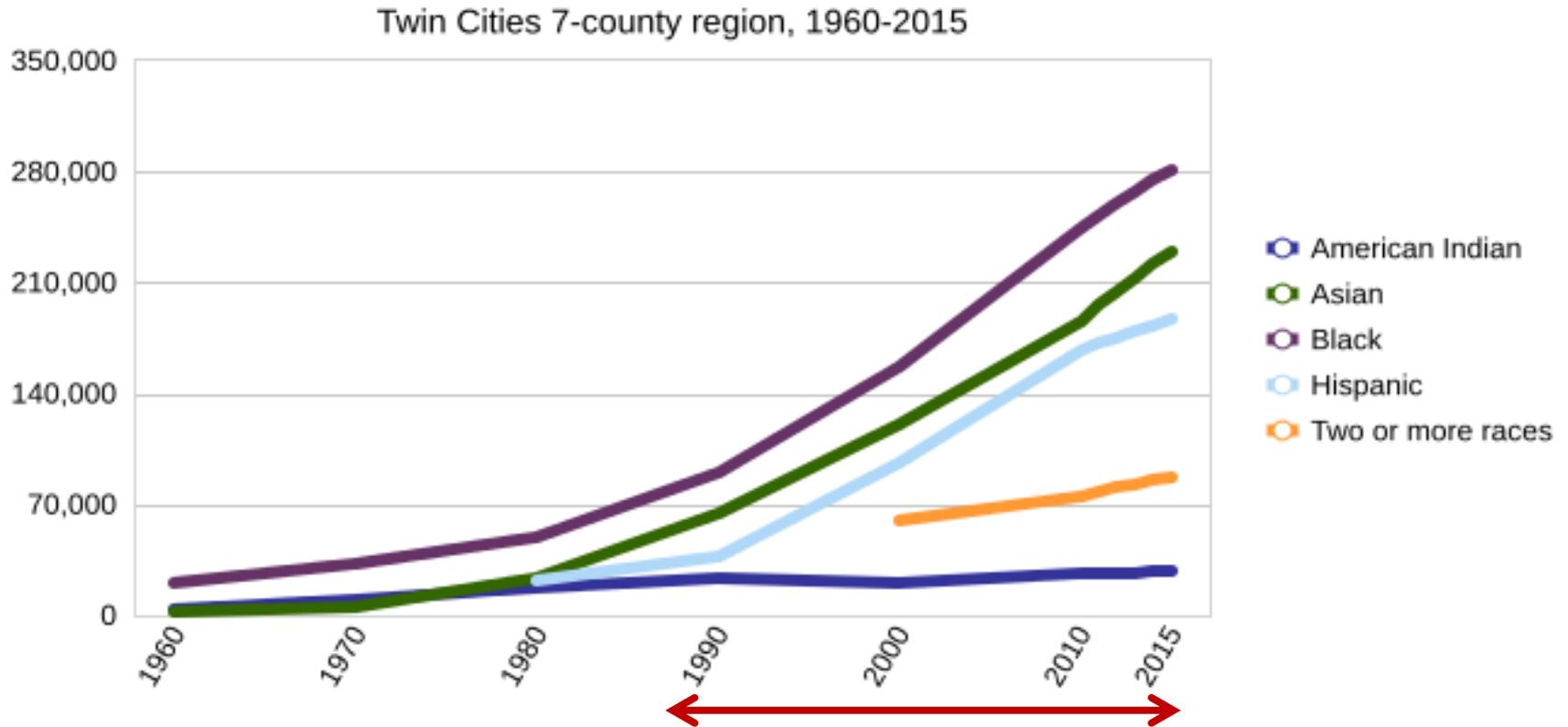
Statewide and in the Twin Cities, our population of color more than tripled

Persons of Color as a percent of total population

Twin Cities 7-county region, MN, and U.S., 1960-2015



Growth among all populations of color, but especially among...



Asian and black populations TRIPLED
Hispanic population QUINTUPLED

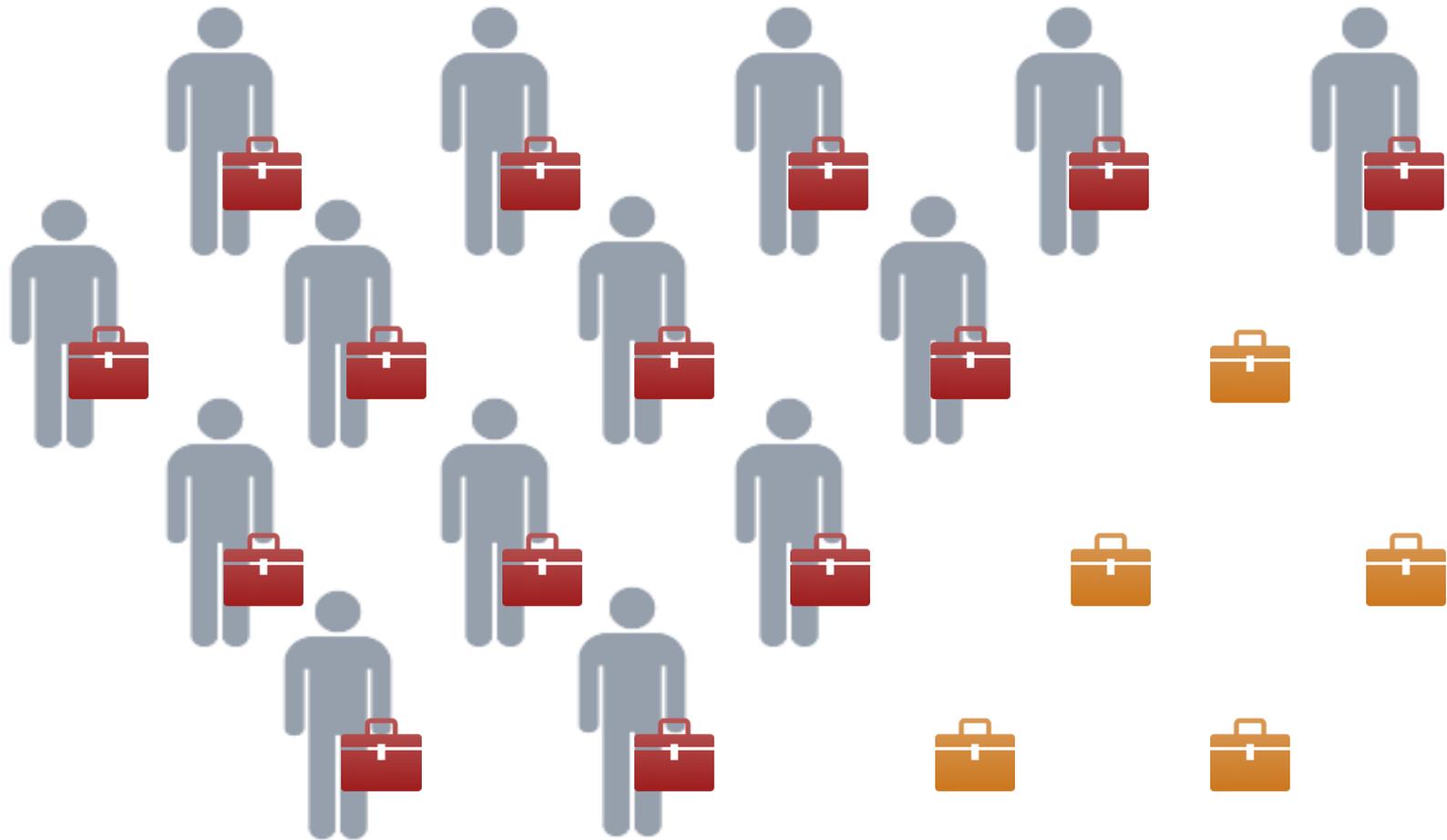
1,900,000

jobs in the Twin Cities in 2024



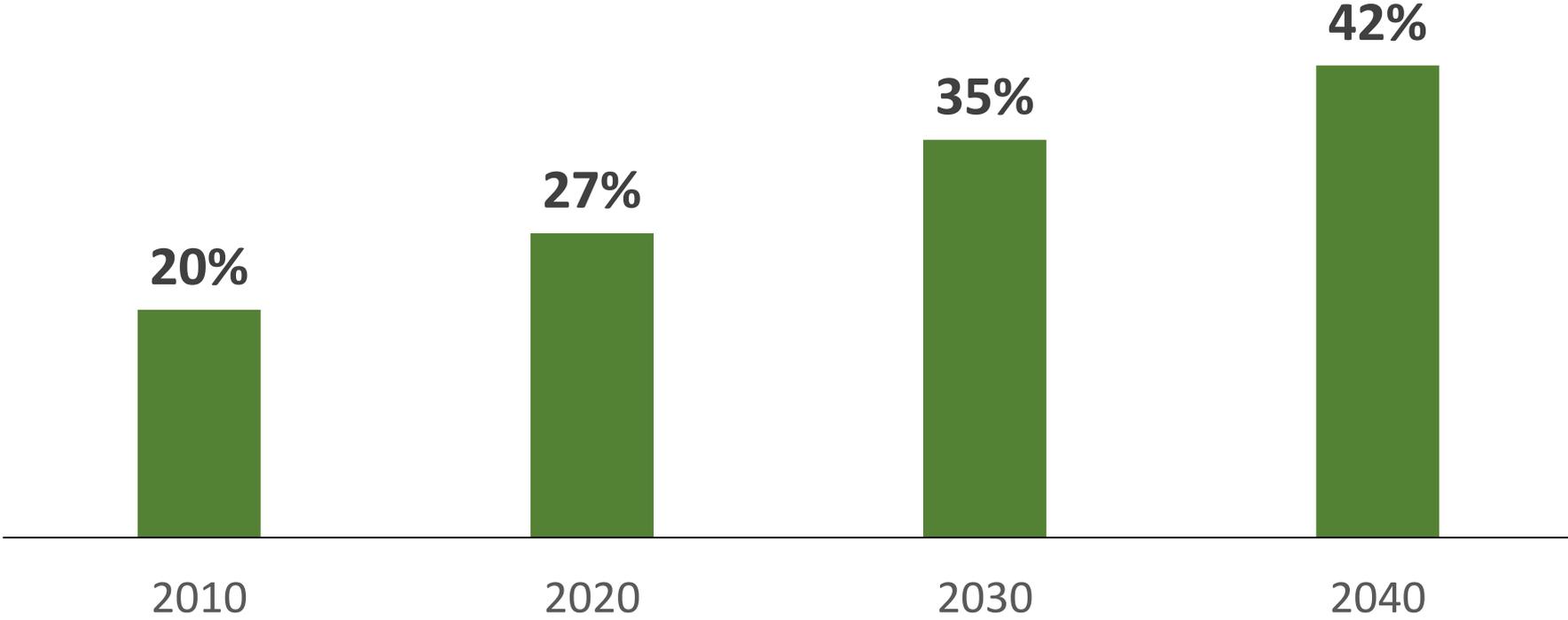
1,400,000

adults age 18-64 working in 2024



Number of working-age adults of color expected to more than double by 2040

Adults of Color share of working-age population (age 25-64)
Twin Cities 7-county region, 2010-2040 (projected)



We are home to some of the largest employment gaps by race in the nation

Employment		Employment		Employment		Employment gap (White - Hispanic)		
Rank of metro		Rank of metro		Rank of metro		Rank of metropolitan areas, 2011-2015		
Rank	Top 25 la	Rank	Top 25 la	Rank	Top 25 la	Rank	Top 25 largest metropolitan areas (1=smallest gap)	2011-2015
1	Charlotte	1	San Bern	1	Orlando,	1	Washington, DC-VA-MD-WV	0.5%
2	Houston	2	Tampa, F	2	San Ant	2	Portland, OR-WA	1.2%
21	Phoenix	21	St. Louis,	21	St. Louis	21	Phoenix, AZ	7.7%
22	Miami, F	22	Philadelph	22	Minnea	22	Minneapolis-St. Paul, MN-WI (16-county)	7.8%
23	Philadel	23	Denver, C	23	San Fra	23	Denver, CO	8.0%
24	Baltimor	24	Boston, M	24	Detroit, I	24	Boston, MA-NH	9.7%
25	Minnea	25	Minneap	25	Chicago	25	Philadelphia, PA-NJ-DE-MD	13.2%



The data in summary...



Our population will **continue to age** for the next two decades.



Our emerging workforce is **more racially and ethnically diverse** than those retiring from the workforce.

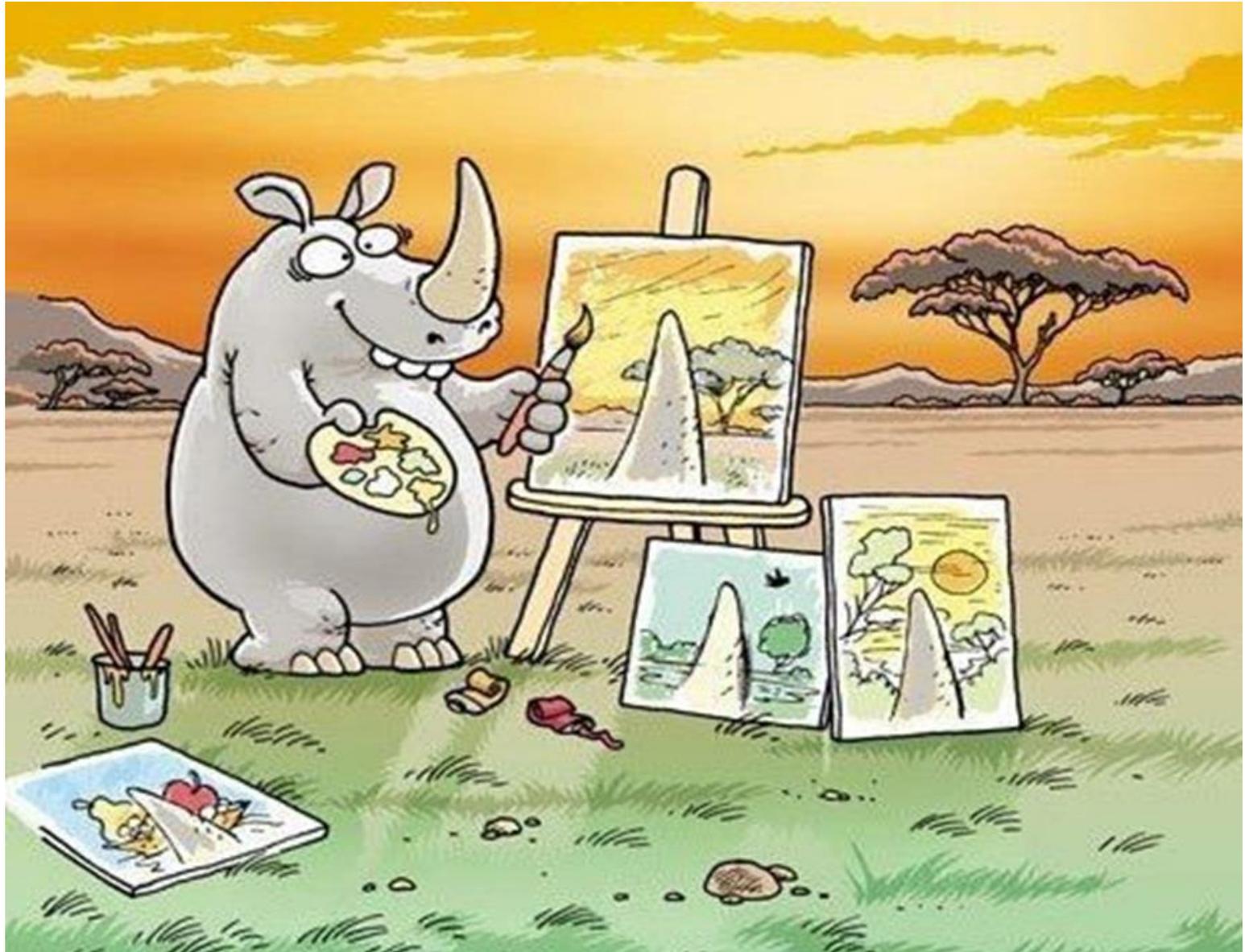


But we are home to **large gaps by race** that need to be addressed to ensure our shared well-being.

Why Wilder?



How Did We Get Here?



What is the Itasca Project and the Leadership Cohort?

ITASCA*project*

An employer-led civic alliance focused on building a thriving economy and improved quality of life in the Minneapolis-Saint Paul area.



Closing Socioeconomic Employment Gaps Task Force

Initiative to bring together private, public, and nonprofit sector leaders to close employment gaps between whites and people of color.

What is the Itasca Leadership Cohort?

Learn

Safe place for individual CEO cultural competency building through deep and disruptive supported conversation and exercises.

Lead

Provide courageous leadership of new skills and integrate them in their organizations

Lean-In

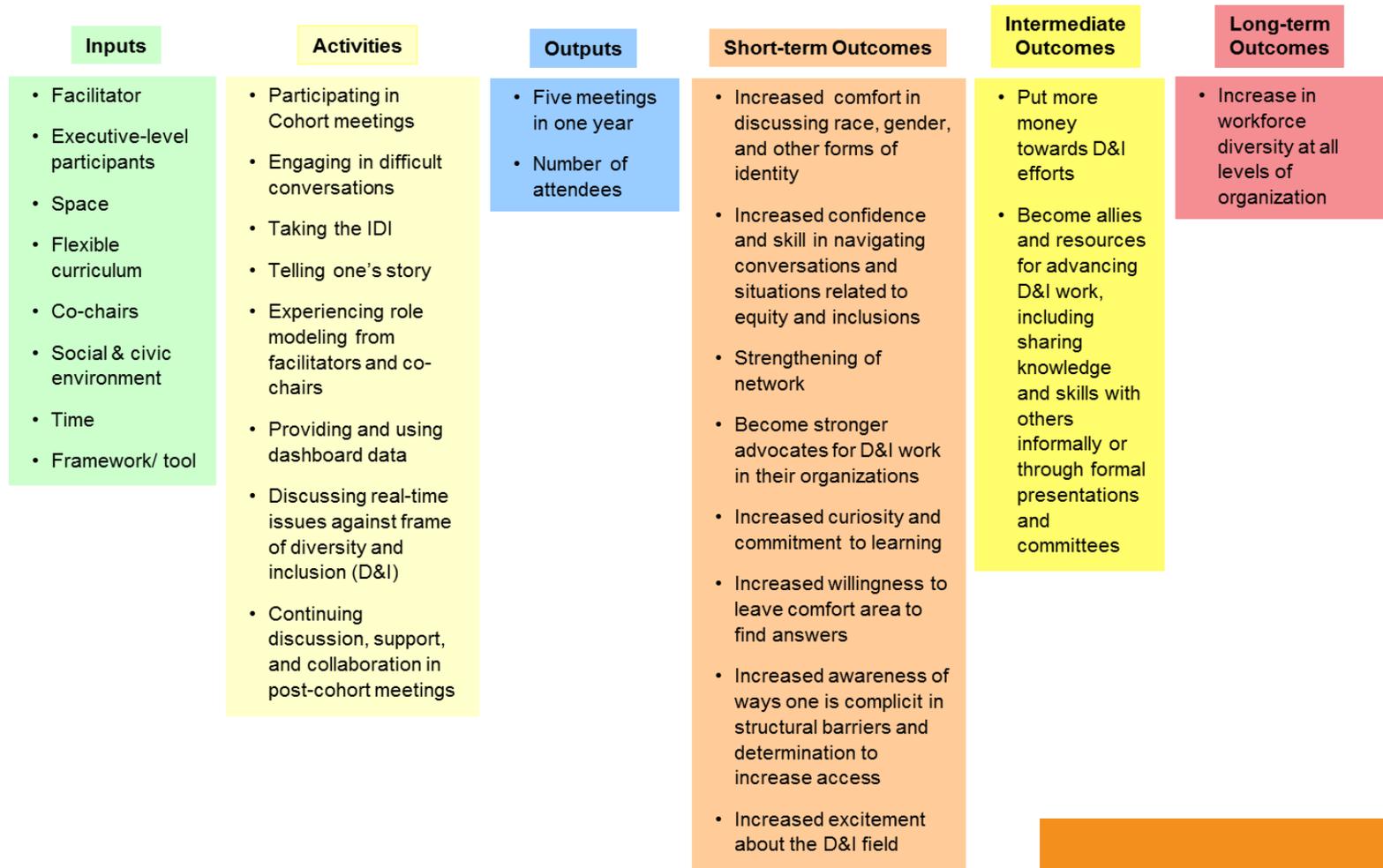
Collectively champion in the community to multiply the impact

What is the Itasca Leadership Cohort?

- Group of 15 CEO's from region
- Includes all sectors – public and private for profit companies, non-profits, and government
- 5 facilitated sessions in a year
- Begins based on Intercultural Development Inventory (IDI) individual assessment and coaching
- Total CEOs who have participated represent approx. 130,000 employees in the region

What Makes It Work?

Theory of Change Logic Model



What Makes It Work?

Why a dashboard?

- Measure and communicate change
- Encourage data-driven decisions
- Sharing of information creates incentive to participation
- Serve as role model to others

What Makes It Work?

Dashboard Data Points

Total and by EEOC race categories and gender

- Employees
- Supervisors and managers
- Promotions
- New hires
- Voluntary exits
- Involuntary exits

2015 Data

	All staff	MGRS/ SUPS	Promote	Exit*	Hire
TOTAL	50,125	4,530	2,512	7,294	10,344
WHITE	75%	86%	73%	69%	62%
POC	21%	12%	24%	24%	28%
Missing	4%	2%	3%	8%	10%

*Total varies from 100% due to rounding

What Have We Heard

“An early mentor advised me that the best leaders surround themselves with people who don’t always think like them.....I learned from the Cohort how the different perspectives foster greater innovation in all members of the team. We are recruiting differently...”

Penny Wheeler, President and CEO Allina Health



“The business case for more diversity and inclusion is clear. There’s no one right way to do it, since every organization is different and every leader is in a different place. One thing is certain, though: The commitment must start at the top. And having a safe place to discuss and share ideas, along with the Wilder team’s expert facilitation, is the best place to start the journey.”

Charlie Zelle, Minnesota Commissioner of Transportation



“The Cohort has helped me and my fellow leaders be accountable to look at ourselves...We all wanted to talk with others....vs hearing only from outside consultants....this is a journey.”

Brad Hewitt, CEO Thrivent Financial



Creating Regional Change



Creating Regional Change



*The power of transparency, courage,
and accountability in a CEO cohort
to create employment equity*

Questions?



Creating Regional Change



Thank you for attending!

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