



Director's Leadership Team Meeting
GRC Diversity Council
9/8/06

“Diversity is both the uniqueness and
similarity each individual brings to
fulfilling GRC's mission.”



Diversity Business Case

The success of GRC's diversity is directly related to how effective the Center has been in acquiring, performing and growing new work. By employing diversity, we:

- Use a wide variety of views, ideas, and perspectives that provide the most effective systems design, i.e. Ares 1-1 (tuna can)
- Reduce conflict, increase teaming and improve morale through inclusion
- Create opportunities that increase GRC's role and visibility in the NASA mission by being open to innovation
- Improve customer satisfaction by fostering cooperation and collaboration among our industry partners



Diversity Individual Case

Through embracing diversity, GRC will foster a work environment where individual creativity and differing perspectives are valued.

How does this affect/help me?

- The realization of this work environment is accomplished by broadening the knowledge base of each employee to reach their full work potential, enabling more effective cooperative work with others, and the utilization of unique skills and abilities in support of the mission.



How is This Initiative Different?

- Past
 - Externally Driven (i.e, Class Action, HQs, etc.)
 - Agency Training/Education Programs
 - Designed by Senior Leadership (Top Down)
 - Decisions by DLT
- Present
 - Internally Driven
 - Focus on Measurement, Communication, and Education
 - Includes input from employees at all levels (Bottom up)
 - Timely decisions by Center Director



What is the Diversity Council Doing?

- Concentrating on Education, Communication, and Measurement
- Providing recommendations to Senior Management and Diversity Office on Diversity Issues
- Reviewing Policies/Practices to assure compliance with Diversity Policies
- Ensuring Diversity Management Initiatives are integrated into GRC's strategic management
- Serving as change agent to improve organizational culture
- Serving as link between employees and management