Natural Sciences Chairs Council

August 3, 2020

ZOOM

In Attendance: S. Pantula, S. McGill, M. Chao, K. Cousins, T. Burch, B. Haddock, J. Torner, L. Mian, M. Jetter, D. Maynard, T. Valencia, L. Guzman, D. Rinebolt, R. Hernandez, M. Martinez, L. Stiff, A. Morales, M. Montejano, C. Alvarez, A. Torres, J. McCormick, N. Hall, B. Hampton, J. Carhart

Zoom meeting with Laura Liswood, author of The Loudest Duck: Moving Beyond Diversity While Embracing Differences to Achieve Success at Work.

From the inside cover of the book –

*Diversity in the workplace is a wonderful thing--but it also challenges many of today's business leaders. For managers and team-members alike, it can be difficult to navigate in a truly diverse workplace made up of people of different cultures, races, creeds, body types, hobbies, genders, religions, styles, and sexual orientations. But understanding our cultural and social differences is a major key to a high-performing, merit-based work environment.*

*The Loudest Duck is a business guide that explores workplace diversity and presents new ideas for getting the most business and organizational benefit from it. In the Chinese children's parable, the loudest duck is the one that gets shot. In America, we like to say that the squeaky wheel gets the grease. Comparing the two, it's easy to see that our different cultures teach us different sets of values, and those values often translate into different ways of doing business that may subtly advantage one culture at work and disadvantage another.*

*In the global marketplace, it's more important than ever that we understand and are conscious of our differences to work together effectively. It is not enough to create Noah's Ark, bringing in two of each kind. We all bring our unconscious beliefs and personal narratives about who we are and who others are with us to work and, with diversity in place, we can no longer ignore them. Truly effective leaders can't pretend that we're all the same or that our preferences and preconceptions don't exist. The Loudest Duck offers a way to move beyond traditional diversity efforts that ignore our differences and toward modern diversity practices that embrace those differences--and profit from them.*

*Diverse organizations require more sophisticated leadership, conscious awareness of diversity issues, new behavioral patterns, and effective tools for reaping the benefits of true diversity. This book will help you develop the skills you need and the tools you can use to go beyond what Grandma taught you to make diversity work in your business.*

*More than just an enlightening tale about diversity, The Loudest Duck is a powerful resource for any manager, business owner, team leader, or employee who wants to meet the challenges of the modern heterogeneous workplace. It's not simply about accepting others--it's about ensuring a level playing field for everyone and building an organization that gets the best from all its people.*

By speaking to us about diversity and asking lots of questions of us, Ms. Liswood helped us to see that we all have biases of some kind or another. She also helped us see the benefits of diversity in an organization.

A copy of her book was sent to each person in attendance in the meeting.