



HEALTHY WRKS Monthly Digest
MAY 2020

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Fostering Healthy Solution, LLC.

Cultivating Healthy Solutions to Diversity with Excellence!



by **Dr. Anita Foster**, COO

Welcome to HEALTHY WRKS Digest created by Fostering Healthy Solutions, LLC. Fostering Healthy Solutions (FHS) is a business consulting firm that offers a platform for companies and individuals to express concerns about bias, diversity and inclusion in organizations. FHS's focus is to cultivate healthy solutions to diversity issues through education, training, and execution. While corporations are investing in diversity, equity, and inclusion initiatives, we know that policies exist with minimal if any, oversight, and some boards exist with little to no diversity. At FHS we explore diversity and dissect difficult questions that many people struggle to answer. What is the struggle associated with gender and ethnicity? Why is it important to create a culturally diverse organization with policy implementation, follow-through, and oversight? When should organizations revise and execute existing diversity and inclusion policies? Developing a healthy space for individuals to be transparent, free from toxic language and attitudes can prove beneficial over time by minimizing employee turnover, increasing productivity, and ultimately



improving the bottom line. It is never too late to assess, learn, and grow company practices. We hope to provide a healthy platform to discuss our difference, agree, disagree, offer solutions, and resources. FHS is committed to diversity inclusion and cultural diversity.

HEALTHY WRKS is an informative digest to keep readers engaged, informed, and proactive about current issues, offerings, and solutions to diversity. We will explore top stories from around the world, offer tips and tools for healthy organizational growth, and highlight your creativity and ideas. Let's start the conversation.

The FHS ToolKit

This month the focus is on “team-Building.” As we navigate through diversity in a manner that highlights our strengths and builds on our weaknesses, it is important to adopt a few key skills to keep in our team-building toolkit. In the words of Mark Grey, “a team is only as strong as your weakest link. This term has been around since the 18th Century. Tomas Reid’s Essays on the Intellectual Powers of Man, 1786, included this statement: “In every chain of reasoning, the evidence of the last conclusion can be no greater than that of the weakest link of the chain, whatever may be the strength of the rest.” Here are 12 healthy elements to consider for your team:

1. Encourage each other.
2. Build on your individual strengths to improve your group efforts.
3. Specify goals and clarify roles.
4. Designate responsibilities from the beginning.
5. Establish an effective means of communication.
6. Encourage equal contributions.
7. Set clear expectations.
8. Encourage collaboration, not competition.
9. Resolve issues immediately.
10. Encourage creativity.
11. Celebrate achievements.
12. Infuse fun with focused learning.

Try this ice breaker at your next team meeting:

Build with Legos

Designate a leader from the team. The leader of the activity builds a small structure with some legos or wooden blocks from the set and hides it from the group. Divide the participants into teams of 3-4 people. Each team is given the same set of legos or blocks so that they can duplicate the structure created by the leader. One member from each team comes up at the same time to look at the block structure for 30 seconds. They try to memorize it before returning to their team. After they return to their teams, they have 30



seconds to instruct their teams about how to build an exact replica of the leader’s structure using their own set of legos. The team cannot start to build until the instructions are given from that person. Once they have given instructions and they are building the leader can no longer say anything. The team then gets 1 minute to try to recreate the structure. After 1 minute of building, another member from each team can come up for “just a glance.” They get 30 seconds to look at the structure before returning to their team, explain for 30 seconds, and the team continues to try to recreate the structure. The game continues until one team is the first to successfully duplicate the original structure of building blocks.

This exercise encourages problem-solving and helps groups learn to communicate effectively.

TOP STORIES



Goldman Sachs to insist that companies it takes public have diverse boards

Los Angeles Times, JAN. 23, 2020

Chief Executive David Soloman on Thursday said diversity on corporate boards was a “very, very important issue,” with evidence showing that companies that made their stock market debut with at least one female director were likely to perform “significantly better” than others.



Starting on July 1 in the U.S. and Europe, we're not going to take a company public unless there's at least one diverse board candidate, with a focus on women, he told CNBC. "And we're going to move towards 2021 requesting two."

Police Chiefs Admit Failure on Diversity 21 Years After Pledge

The Guardian, JAN 27, 2020

Police chiefs have admitted they have been too slow to boost diversity in the ranks and still have a long way to go, almost 21 years since a landmark report into race and policing triggered promises of radical change. The admission came as a study found that black police officer numbers barely increased since the middle of the last decade, rising by 86 officers across the 44 forces of England and Wales between 2007 and 2018.

The head of the National Black Police Association said communities were shunning a career in policing, fearing racism in the ranks and community stigma about joining an organization perceived as oppressive. Read more...

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