

South Carolina

DIVERSITY LEADERS INITIATIVE



 *The Riley Institute*
AT FURMAN

*“Success in the 21st century—
in the broader economy, the workplace and the
community – will belong to those who lead most
effectively in an increasingly diverse environment.”*

– Dick Riley, former Governor of South Carolina and
former United States Secretary of Education





Fall 2003: Former chief diversity officer at Michelin and Riley Institute Senior Fellow Calder Ehrmann shares a light moment with Sheldon Early, president of ET&S, Inc., during the first DLI class. Ehrmann was instrumental in the DLI startup.

MAXIMIZE ORGANIZATIONAL OUTCOMES

Successful enterprises—business, government, nonprofit, education, and community—are those whose leaders understand how to leverage the talent and creativity of diverse people to optimize performance and outcomes.

Carefully selected, established leaders from all sectors of South Carolina society take part in the Riley Institute at Furman’s Diversity Leaders Initiative, a unique, highly interactive, multi-award winning program. Participants learn to understand their diversity and inclusion “blind spots” and how to suspend assumptions. They come away with focused decision-making skills and deep knowledge of how to effectively manage and lead increasingly diverse workers, clients, and constituents.

“Michelin has been part of DLI from its start because we recognize that our success depends on our managers’ ability to effectively lead our multi-national, multi-cultural workforce. DLI gives our people a distinct advantage. We learn to understand the complexity of diversity and how to make progress through that understanding.”

– DLI alumnus Pete Selleck, Chairman and President, Michelin North America

A POWERFUL NETWORK COMMITTED TO PROGRESS IN SOUTH CAROLINA

DLI participants are established leaders, selected for their capacity to impact their organizations and communities. They must be nominated by DLI alumni and invited to apply. Numbering 1400 in fall of 2014, the DLI alumni roster is a who's who in South Carolina leadership.

As part of the program, participants work in small groups to identify and develop real solutions for real issues facing their communities. These projects bond participants and help build stronger communities throughout South Carolina.

DLI graduates become Riley Fellows, members of a powerful, cross-sector, statewide network. Riley Fellows differ greatly in every aspect of diversity but are united in their commitment to progress in South Carolina. Fellows gather annually for OneSouthCarolina®, a three-day program that examines critical issues and ways that Fellows can drive positive change in the state.

“The relationships we’ve built through DLI over the past eight years have been of extraordinary worth in building our brand equity. The tangible and intangible value for SCRA is incalculable.”

– DLI Alumnus Bill Mahoney, Chief Executive Officer, SCRA



Summer 2011: DLI capstone community action project DLI-ted to Bike launches the Sterling Spinners, a bike club that provides adult mentoring, social enrichment, peer support, and bike-centered fitness activities to tweens and teens in challenging circumstances. Members are outfitted with a new bike and helmet which are theirs to keep after a year's participation.



Spring 2009: Ray Drew of the South Carolina Equality Coalition and Rhonda Midgette of First Citizens find common ground during a case study discussion in the second Midlands class.

EMBRACE A NEW DEFINITION OF DIVERSITY FOR SUCCESS

South Carolina's businesses and citizens compete not just with other states for jobs and economic growth, but with countries around the world. To be successful in the global economy, South Carolina must maximize the potential of *all* its people.

Far from a traditional "diversity training class," DLI brings *everyone* into the definition of diversity to consider how differences in race, gender, generation, sexual orientation, geographic orientation, culture, knowledge, experience, perception, etc., impact the lives of individuals and enterprises and how prepared leaders can leverage those differences in support of their missions.

"DLI is mind expanding. Even if you think you are free of prejudice and "isms," we learned the power of being fully inclusive, a concept that is far more powerful than numbers-based diversity measures. The lessons learned here were transformative for me and my company."

—DLI Alumnus Joe Erwin, President, Erwin Penland

A DEEP DIVE

Designed and facilitated by Juan Johnson of Diversity Leadership in Action, DLI brings participants together one day a month for five months. A highly interactive curriculum includes case studies, scenario analyses, and other experiential learning tools that maximize interaction and discussion among participants and facilitate productive relationships.

DAY 1

Defining diversity
Complexity of diversity

DAY 2

Diversity and the law: Bias versus discrimination
Personal stories of impact; Personal stories of inspiration
Context: Its importance, relevancy, and power

DAY 3

Diversity Blind Spots™
Differences in mental and physical abilities
Socioeconomic diversity
Diversity tools for leaders

DAY 4

Generational diversity
Diversity strategies, frameworks, and tools for organizations
Diversity and humor

DAY 5

Community Action Project presentations

“An exceptionally well done, thoughtfully designed, high quality program. Juan Johnson is the best facilitator I’ve ever had the pleasure to work with.”

– DLI Alumnus Faith Polkey,
Chief of Pediatrics at
Beaufort-Jasper-Hampton
Comprehensive Health Services



Spring 2014: DLI designer and facilitator Juan Johnson's strong program, signature warmth, and unmatched facilitation skills stimulate and support deeply thoughtful and productive discussion.

“When I think of what this diverse, well-prepared body of leaders can do in this state, I am reaffirmed in my optimism about South Carolina’s place in the world. DLI alumni have done great things and are poised to do much more.”

– DLI Alumnus Linda O’Byron, President and CEO, South Carolina ETV

ABOUT THE RICHARD W. RILEY INSTITUTE AT FURMAN UNIVERSITY

Celebrating its 15th anniversary in 2014, the Institute is named for former South Carolina governor and former United States Secretary of Education Richard W. (Dick) Riley. It is committed to nonpartisanship in all it does and to a rhetoric-free, facts-based approach to change.

The Institute builds and engages present and future leadership across South Carolina, creates and shares data-supported information about challenges critical to the state’s progress and their solutions, and links the leadership body to those solutions to drive improvement on the ground.

The Diversity Leaders Initiative is made possible with the generous support of the corporate, nonprofit, and foundation communities. For sponsor information, please see riley.furman.edu/diversity/about/sponsors.

