

WELCOME

Love Has No Labels



**Visual Media
in
Diversity & Inclusion
Learning and Development**
Friday, October 8, 2016





Introductions



Katheryn King
Corporate Diversity & Inclusion Consultant



Lockheed Martin:
We're Engineering A Better Tomorrow

Chris LaFleur
Sandia PRIDE Alliance Network Chair



Sandia Labs:
Who We Are



And ladies and gentlemen that is how a movement is made! Let's recap what we learned:

If you are a version of the shirtless dancing guy, all alone, remember the importance of nurturing your first few followers as equals, making everything clearly about the movement, not you.

Be public. Be easy to follow!

But the biggest lesson here - did you catch it?

Leadership is over-glorified.

Yes it started with the shirtless guy, and he'll get all the credit, but you saw what really happened:

It was the first follower that transformed a lone nut into a leader.

There is no movement without the first follower.

We're told we all need to be leaders, but that would be really ineffective.

The best way to make a movement, if you really care, is to courageously follow and show others how to follow.

When you find a lone nut doing something great, have the guts to be the first person to stand up and join in.

Original video at <http://www.youtube.com/watch?v=GA8z7f...>

Category Education

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Sandia National Laboratories

Diversity Cinema Program

Chris LaFleur

PRIDE Chair



Sandia National Laboratories is a multi-program laboratory managed and operated by Sandia Corporation, a wholly owned subsidiary of Lockheed Martin Corporation, for the U.S. Department of Energy's National Nuclear Security Administration under contract DE-AC04-94AL85000.



Diversity & Inclusion

Learning and Awareness Goals

Create a safe environment to engage in dialogue

Mobilize learning & awareness through encore sessions

Build skills to foster an inclusive environment

Transition from a centralized to a distributed model

Employee
Resource
Groups

Human Resources
Business Partners (HRBPs)

Subject
Matter
Experts

RESOURCES

Workshop
In a Box

Diversity
Cinema

Audio
Books

Library

Video
Library

Effective
Leadership
of Inclusive
Teams
Dialogue

Sandian
Videos

Diversity

Diversity Cinema Program

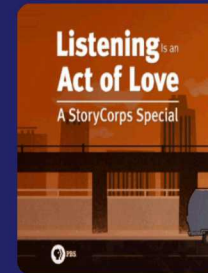
A monthly, face-to-face, dialogue using video films as a springboard for cultural change

TED Talks, video clips, YouTube, and more. Inspires thoughtful discussion and dialogue.

Fosters a sense of community and continuous learning that results in a positive work environment.



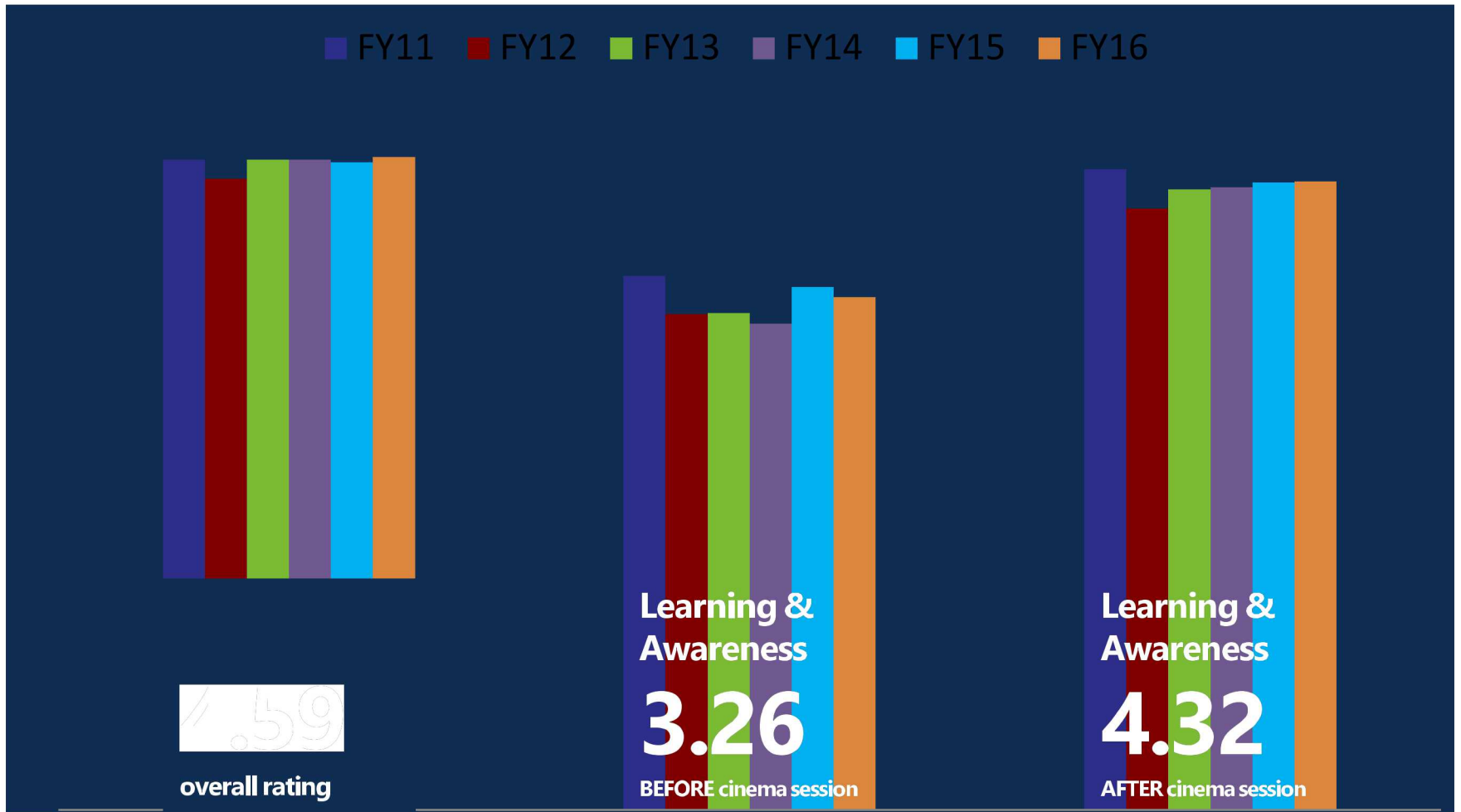
Focused collaboration with our Employee Resource Groups.



28
sessions to
cele

Diversity Cinema Program: Trends

FY11 – FY16, scale 1 to 5



Understanding The Complexities of Gender: Sam Killermann



Sandia National Laboratories

Discussion Questions

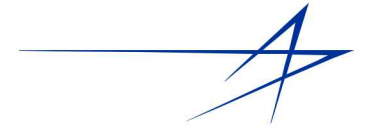


- What causes me discomfort around this dimension of diversity?
- What do you know now that you didn't know prior to the TED Talk? What surprised you?
- Sandia's goal is to promote a more inclusive workplace given our similarities and differences. How can we promote inclusion around a tough topic such as gender identity?
- What is a key "take away" for you today?

Lessons Learned



- Vetting Video with Business Leaders
- P and V
- Advocates and Roadblock Busters



Thank You