Note: When you have completed this “Now It’s Your Turn” assignment, retain this worksheet for later use. It will guide your discussion when you meet with your GM/MP upon completion of your web-based training.

1) Operations Leadership Competency Profile

Review the Leadership Skills Dictionary page for the skill “Values and Respects Diversity.” A copy can be found in the Leader’s Toolbox. Each module of your Diversity Learning Experience will support you in building these leadership skills.

2) Values and Respects Diversity: On-the-Job Activities

It is your responsibility to understand Darden’s Diversity and Inclusion vision and to communicate and support that vision within your restaurant. A copy can be found in the Leader’s Toolbox. Jot down any questions you have about Darden’s Diversity and Inclusion vision. Discuss these with your GM/MP.

Listed on page 2 are specific behaviors and activities that demonstrate the leadership skill “Values and Respects Diversity.” From this list, identify one or two on-the-job actions you will implement in your daily manager activities to demonstrate the “Values and Respects Diversity” skill.

Note: Be sure to coordinate your actions with your GM/MP and peers so there is a continuous, consistent message in your restaurant supporting diversity and inclusion at Darden.

3) Professional and Personal Development (Optional)

Print and complete the Diversity and Inclusion Personal Assessment found in the Leader’s Toolbox. This assessment is designed to help you gain self-awareness and to focus your learning.
Diversity and Inclusion at Darden

Values and Respects Diversity: On-the-Job Activities

Directions: Identify (✓) one or two on-the-job activities to implement in your restaurant.

Demonstrates respect and value for people of all backgrounds and ethnicities: consistently treats all people equitably.

☐ Greet and say “goodbye” to everyone on the shift every day.
☐ Share guest compliments and use them to reinforce positive behavior (“Great job of valuing every guest and meeting their unique needs!”).
☐ Identify a decision you are making that affects employees or guests. Seek diverse opinions, including from individuals with whom you do not usually agree.

Consistently recognizes and stops behaviors that intentionally or unintentionally devalue individual differences.

☐ Share instances of guest dissatisfaction and use them to retrain positive behavior (“This is not really respecting individual differences. What can we do better next time?”).

Consistently takes actions that support increased diversity in employees, vendors and guests / customers.

☐ Identify and implement two ways to reinforce Darden’s commitment to diversity and inclusion during the interview process.
☐ During hiring, ensure the restaurant represents the community in both service and culinary areas.
☐ Participate in three job fairs and communicate Darden’s diversity vision to the local community.

Understands and supports Darden’s diversity vision and communicates it to others.

☐ Create and implement a diversity communications plan for your restaurant.
☐ Communicate Darden’s core value of diversity in the new employee orientation process.
☐ Share Darden’s Diversity and Inclusion philosophy and vision with 100% of the restaurant’s employees.
☐ Post Darden’s Diversity and Inclusion philosophy and vision in a visible location in the restaurant.
☐ Think of three specific examples of how valuing diversity allows our people and business to grow. Communicate these in management or team meetings.
☐ Share the results of the engagement survey and your resulting action plan with your team.
☐ Lead or participate in a discussion on how Darden supports its diversity vision, both company-wide and locally (e.g., meeting agenda item, informal discussions with GM/MP or DO).
☐ Reinforce valuing diversity and give specific feedback during the performance review process.
☐ Each week, recognize at least one positive example of inclusion by employees and tie it back to Darden’s diversity vision (“That supports our commitment to value and respect everyone.”).
☐ Support and participate in two Darden-sponsored diversity events.
☐ Participate in and encourage participation in two local or national organizations, events or initiatives aligned with Darden’s diversity vision (e.g., Out and Equal, Hispanic Heritage Month, local chapter of the Urban League).
☐ Identify three resources to further understand Darden’s diversity vision. Share resources with peers.