

# ***SustainabilitySuperheroes.org***

## **From the Classroom to the Workplace: Social Emotional Learning and Diversity**



  
**UNIVERSITY of  
SOUTH FLORIDA**  
College of Education  
Gus A. Stavros Center  
or Free Enterprise and  
Economic Education

**FLORIDA**  
  
**FLATE**  
ADVANCED TECHNOLOGICAL  
EDUCATION CENTER

Dr. Deborah Kozdras  
Dr. Gena Cox  
Dr. Marilyn Barger

  
THE  
**Coca-Cola**  
FOUNDATION  
**#CokeGivesBack**

# Dr. Marilyn Barger

Dr. Marilyn Barger is the Executive Director the Florida Advanced Technological Education Center (FLATE), previously funded by the National Science Foundation for 16 years and now is part of the FloridaMakes Network and supported in part by the Florida Department of Education. She holds bachelor's degrees in chemistry and Civil/Environmental Engineering as well as Ph.D. in Civil/Environmental Engineering.



She has a licensed patent for specialize synthetic membranes and is a registered professional engineer in Florida. For over 15 years, Dr. Barger was the principle investigator and executive director of a National Science Foundation (NSF) Center of Excellence for Manufacturing Education in Florida where she developed and delivered innovative and award-winning K20 engineering, technology and CTE curriculum, promoted manufacturing education, provided exemplary professional development, and developed strong partnerships between college programs and industry. She will continue and expand these initiatives in her current role and the Director of FLATE.

# Dr. Gena Cox

Dr. Gena Cox is an industrial psychologist, executive coach and researcher who helps leaders build inclusive, diverse and psychologically-healthy organizations.

Gena researches and writes about the systemic disparities in employees' workplace experience based on gender, race/ethnicity, or intersectionality. She also helps corporate leaders define strategic approaches to enhance inclusion and career mobility for Black women.



Gena's upcoming book, designed for an executive leader audience, is entitled "Courageously Inclusive." It guides leaders to the behaviors that will help them build and lead inclusive work environments. The book will be published in Spring 2022.



# #cokegivesback

THE *Coca-Cola* COMPANY

Our Company

Brands

Sustainable Business

Better Shared Future

Careers

News

Investors

A photograph of three diverse individuals (a woman with glasses, a man, and another man) smiling and looking at each other. They are positioned in front of a large, stylized red and yellow Coca-Cola logo mural on a wooden wall.

# DIVERSITY AND INCLUSION

Better Shared Future

Communities

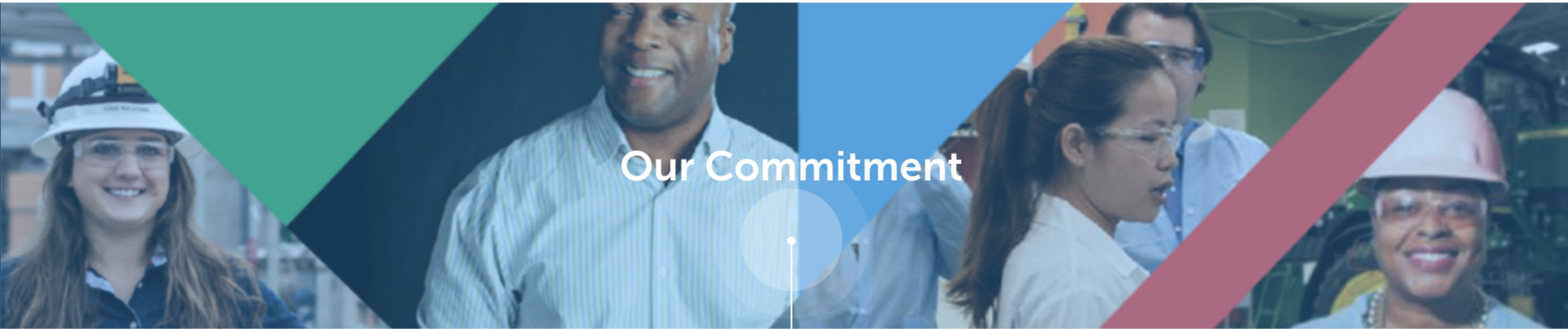
Diversity & Inclusion

People Values

Coca-Cola Foundati >

<https://www.coca-colacompany.com/shared-future/diversity-and-inclusion>

# Business Roundtable



- sign in 2019 by major US corporation CEOs
- modernize the of *Purpose of a Corporation*
- move from *Shareholder* to *Stakeholder* Capitalism
- support for diversity and inclusion

## ADVANCING DIVERSITY AND INCLUSION

Promoting diversity and inclusion isn't just a goal that organizations should strive to achieve. It is our responsibility to create opportunities for people of all backgrounds across America.

The CEOs of Business Roundtable, who lead companies with tens of millions of employees, believe that all of us are responsible for making the world a better place than we found it. By advancing diversity and inclusion, Business Roundtable members are acting on their responsibility as leaders.



# “Top 10” 21<sup>st</sup> Century Skills

1. Self-Awareness
2. Adaptability
3. Communication
4. Collaboration
5. Analysis/Solution Mindset
6. Digital Fluency
7. Empathy
8. Entrepreneurial Mindset
9. Resilience
10. Social/Diversity Awareness



- Skills 1-5 are considered foundational skills for youth, based on Brookings Institute research
- Skills 6-10 build upon that skills foundation

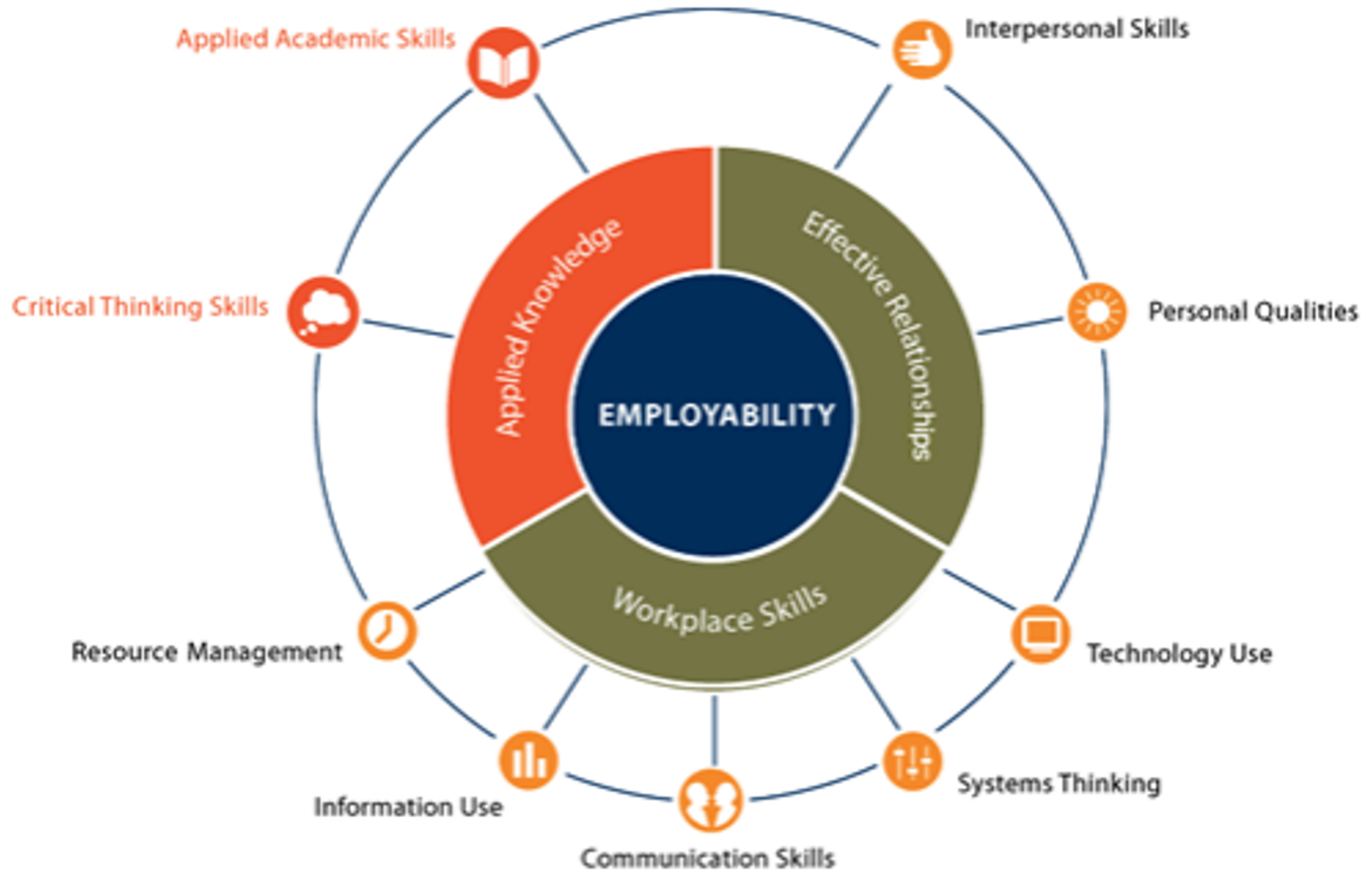


New **World** of Work





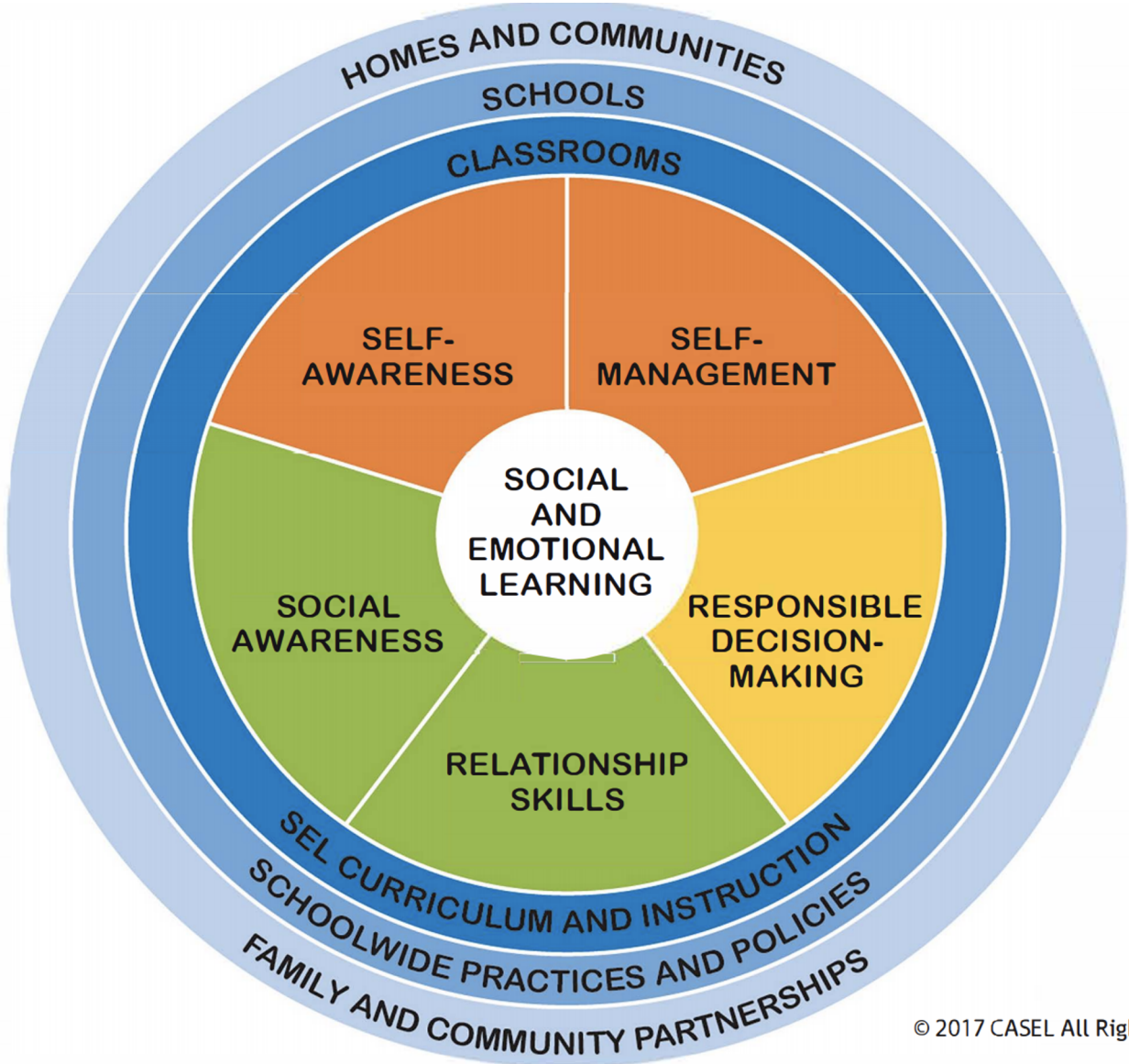
# Perkins Collaborative Resource Network



# Common Career Technical Core Career Ready Practices

1. Act as a responsible and contributing citizen and employee.
2. Apply appropriate academic and technical skills.
3. Attend to personal health and financial well-being.
4. Communicate clearly, effectively and with reason.
5. Consider the environmental, social and economic impacts of decisions.
6. Demonstrate creativity and innovation.
7. Employ valid and reliable research strategies.
8. Utilize critical thinking to make sense of problems and persevere in solving them.
9. Model integrity, ethical leadership and effective management.
10. Plan education and career path aligned to personal goals.
11. Use technology to enhance productivity.
12. Work productively in teams while using cultural/global competence.

# Diversity and Social Emotional Learning



# Socratic Seminars

- Socratic seminars are named for their embodiment of Socrates' belief in the power of asking questions, prize inquiry over information and discussion over debate
- Evidence-based discussions with rules for engagement
- Begin with texts (including multimedia)
- Whole class or with inner (participants) and outer (evaluators with checklists)
- Teacher (moderator) uses questions and prompts to begin discussion and keep it on track

## Socratic Seminars

 E-mail /  Share /  Print This Page /  Print All Materials



Grades 6 - 12

Author



**Scott Filkins**  
Champaign,  
Illinois

Publisher



Strategy Guide  
Series

Evidence-based Discussions

# Socratic Smackdown

A VERSATILE DISCUSSION-BASED  
HUMANITIES GAME TO PRACTICE  
ARGUMENTATION AROUND ANY TEXT  
OR TOPIC FOR GRADES 6 THROUGH 12

Print+Play  
**GAME PACK**

 INSTITUTE  
of PLAY

# Diversity + Equity + Inclusion + Belonging

Going mainstream in Corporate America in 2021

Jan 25, 2021



**GENA COX, PhD**

Inclusive leadership matters.

## Proximate Drivers of Increased Interest (in the U.S.)

Death of George Floyd

Pandemic Disparities: Race/ethnicity, Gender

United Nations Sustainable Development Goals (ESG).  
Same as drivers for SUSTAINABILITY FOCUS

- Small world
- No time like the present
- Mutual beneficiaries – the business, the individual, community
- \$

## What are the top 3 drivers of your adoption of sustainable investing? (Black Rock, Fall 2020)



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## What corporate leaders are doing

- Clarity & differentiation: Diversity. Inclusion. Belonging. Equity
  - **D** = Counting | **I** = Culture | **B** = Being oneself | **E** = Understanding the different starting points
- Talent pipeline diversity
- New areas of focus: Neurodiversity, mental health, parents/caregivers versus others, essential workers versus those who can work remotely
- Increased transparency



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## What's New: A K-12 perspective

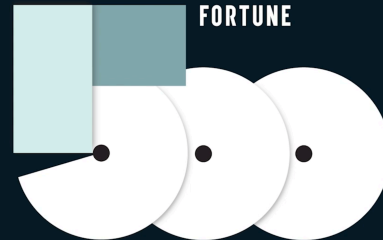
- Public education is a little ahead of corporate America in terms of “the experience of diversity”
- Companies are acknowledging that disparities in outcomes are related to systemic and institutional factors
- Companies are “putting their money where they mouths are”: Hiring of chief diversity officers has grown about 51% this year, but it's expanded at an even faster rate -- 84% -- as a proportion of total C-suite hires this year, relative to 2019's share.” LinkedIn

The 2021 Fortune 500 list will include self-reported diversity and inclusion data by which companies can be sorted and ranked, the publication [announced Oct. 26, 2020.](#)

### The fastest-growing C-suite titles of 2020

Of all "chief" hires this year, these 16 titles have been in the highest demand.

Title	% growth (as a proportion of total C-suite hires this year)
1. Chief Diversity Officer	84%
2. Chief Growth Officer	46%
3. Chief Underwriting Officer	43%
4. Chief Revenue Officer	29%
5. Chief Investment Officer	24%
6. Chief Legal Officer	23%
7. Chief Commercial Officer	21%



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# What will your students experience?

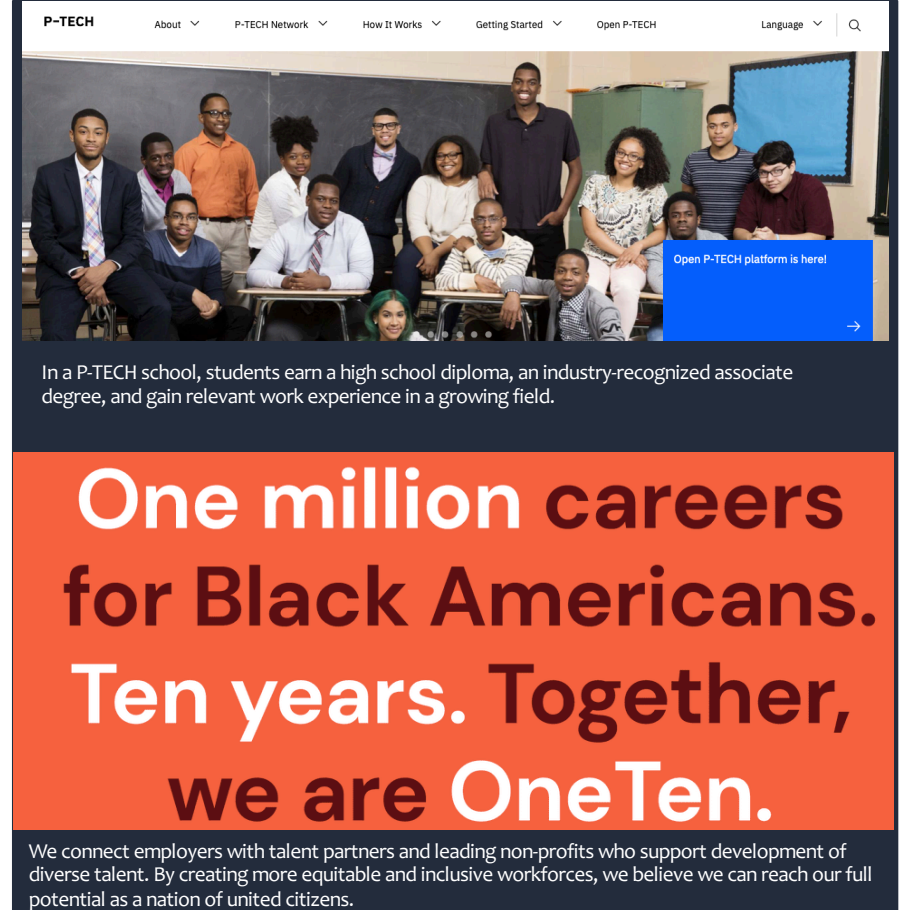
The politics of diversity & inclusion in corporations mirrors the politics of the larger country. No simple answers

As companies are pushing to “diversify”, for a variety of reasons, some employees will resist that change

Remote work / dynamic work are a new complication:

- Digital divide
- How to amplify performance and outcomes
- How to gain influence
- Communication and relationship-building

New career opportunities are opening up



**P-TECH** About P-TECH Network How It Works Getting Started Open P-TECH Language

Open P-TECH platform is here!

In a P-TECH school, students earn a high school diploma, an industry-recognized associate degree, and gain relevant work experience in a growing field.

## One million careers for Black Americans. Ten years. Together, we are OneTen.

We connect employers with talent partners and leading non-profits who support development of diverse talent. By creating more equitable and inclusive workforces, we believe we can reach our full potential as a nation of united citizens.



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## Prompt Questions

- Are you seeing real changes or is it all just talk?
- Does this mean that my students from under-represented groups will have an easier experience as they transition to the world of work?
- What are the most important things teachers can do to prepare our students for this highly dynamic business environment?



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