

Diversity Presentation

Presented by
Morgan Graves Consultants, LLC



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Professional Development Objectives:

DEI Defined

Barriers to achieving DEI

Why Important

Culture Shifts

Embracing Change

Identify Bias (Intentional versus Unintentional)

Accountability

"I tolerate the negativity of some places to benefit from the new and different personal experiences. I embrace the benefits that result from acceptance of new and different perspectives."

Strategies

- Diverse Representation
- Customer relationship building
- Foster Belonging
- Emotional Intelligence
- Empathy
- Compassionate Leadership

Diversity Quiz

- What does the acronym DEI mean?
- Why/Why Not - is diversity important to you?
- How are you personally impacted by diversity?
- Is workplace and social implicit bias mutually exclusive?
- What can you do to improve diversity in your workplace and/or socially?

*"Diversity is about all of us, and about us having to figure out how to walk through this world together."
- Jacqueline Woodson*

Diversity Context

Diversity includes, but are not limited to the following:

- Age
- Color
- Disability/Employing people with disabilities
- Education
- Ethnicity/National Origin
- Family Status
- Gender
- Geographic Background
- Language
- Lifestyle
- Life experience
- Organization function and level
- Physical characteristics
- Race
- Religion, belief and spirituality
- Sexual orientation
- Veteran Status
- Employment Status



Workplace Diversity

- Seniority
- Income
- Work location
- Division/Department/Unit/Group
- Management Status
- Union Affiliation
- Work Content

“Our workforce and our entire economy are strongest when we embrace diversity to its fullest, and that means opening doors of opportunity to everyone and recognizing that the American Dream excludes no one.” - Thomas Perez

Diversity Defined

- Diversity is any dimension that can be used to differentiate groups and people from one another.
- Diversity is respect for and appreciation of differences in ethnicity, gender, age, national origin, disability, sexual orientation, education, and religion
- Diversity is about quantity

Inclusion Defined

- Inclusion is involvement and empowerment, with recognition for the inherent worth and dignity of all people
- Inclusion is to promote and foster a sense of belonging
- Inclusion demonstrates value and practices respect for the talents, beliefs, backgrounds, and lifestyles of others
- Inclusion is about quality

"Inclusion is the process of involving and valuing all people in an environment regardless of their differences."



Diversity Tools

Establish utilization and inclusion goals

Host diversity forums to engage a minority workforce

Workforce Development Programs

Equity Strategies

Develop an inclusion platform to engage the workforce

"Education is the key to developing an attitude of inclusion. The practice of inclusion provides the model of acceptance, belonging, participation, worth and dignity."





Diversity is an Invitation to the Party; Inclusion is receiving an Invitation to Dance

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