
Leading and Engaging a Diverse Workforce



PREVIEW



Goals of this module

Boost your awareness

Identify what you can do from where you sit

- Why diversity, equity and inclusion (DE&I) matter
- Key diversity and inclusion dimensions and concepts
- What it takes to be an inclusive leader
- The impact of unconscious bias and privilege
- Practical ways to add inclusive behaviors into your regular practices



What do these words mean to you?

Diversity

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Equity

PREVIEW

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Inclusion

?

DE&I Core definitions

Diversity

... the **categories of identity** that inform our unique experiences, backgrounds, and self-understanding – including, but not limited to different:

ethnicities, races, religions, genders, gender identifications, sexual orientations, physical abilities, ages, educations, social classes, veteran status, and beyond.

Equity

...is creating **fairness** by providing people with **individualized resources, treatment, and support** to compensate for differences between individuals.

It acknowledges the privilege afforded to certain individuals in an attempt to level the playing field.

Inclusion

...is feeling like you **belong**. Inclusion facilitates connections and cultivates behaviors that allow all members of a community to feel **respected and appreciated**.

In an inclusive work environment, employees of all backgrounds feel comfortable being themselves at work and feel they can succeed..

Why focus now?

- Widening divide across racial, gender, religious, socioeconomic status and gender identity lines
- Workplace is microcosm of larger society
- Each person is uniquely affected through the lens of their particular identity and what's happening outside the company

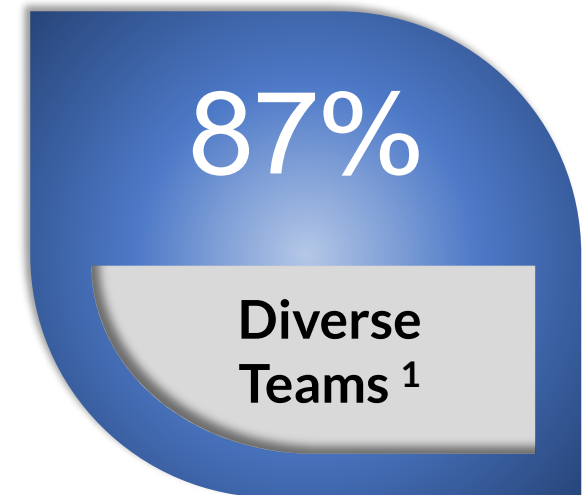
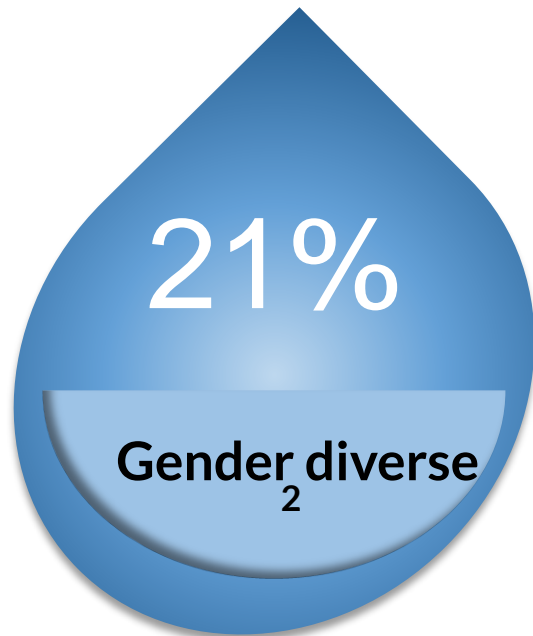


Sources:
1 80+ Diversity in the Workplace Statistics you should know, Bailer Reiners
2. McKinsey & Co Analysis, Delivering Through Diversity

Diversity boosts the bottom line

Companies that hire and support more individuals with diverse abilities have achieved 28% higher revenue, 30% higher profit margins than peers ¹

More compelling stats:



While organizations may be paying more attention than ever to **DIVERSITY** as a means of improving performance and innovation...

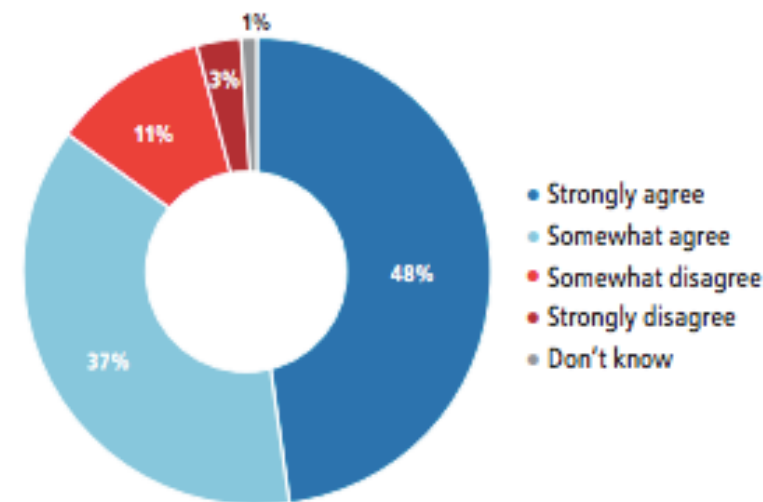
fostering **INCLUSION**, participation, a sense of belonging and mutual respect is a critical part of the equation.

PREVIEW

Diversity and inclusion boost innovation

- 1.7 times more innovative ¹
- Multiple voices, experiences and perspectives lead to...
 - new ideas, new services, and new products
 - better understanding, access and new ways to engage customers
 - differentiation from competition

FIGURE 1: A diverse and inclusive workforce is crucial to encouraging different perspectives and ideas that drive innovation.



Sources:

- 1 80+ Diversity in the Workplace Statistics you should know, Bailer Reiners
- 2 (diagram) Fostering Innovation Through a Diverse Workforce, Forbes Insights

Diversity is being invited to dance



Inclusion is being asked to dance

