

New Aid Officer Workshop



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Embracing Diversity, Equity & Inclusion

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Presenters



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Objectives

- **To provide a clear understanding of what diversity, equity, and inclusion means**
- **To raise a greater awareness and sensitivity to diversity issues that go well beyond the assumed categories**



Embracing Diversity, Equity, and Inclusion

Diversity

of people,
perspectives

Equity

in policy, practice
& position

Inclusion

via power, voice &
organizational
culture

What is Diversity, Equity, and Inclusion?



Diversity

- Presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective.

Equity

- Promoting justice, impartiality and fairness.
- Ensures everyone has access to the same treatment, opportunities, and advancement.

Inclusion

- Outcome to ensure those that are diverse actually feel and/or are welcomed.
- Refers to how people with different identities feel as part of the larger group.

Identity: Who Are We?





Partner

Brother

Activist

Mother

Friend

Christian

Husband

Woman

Father

Scholar

Sister

Man

Wife

Importance of DEI

Why should you prioritize DEI for the organization?

- **DEI programs are an essential aspect of building engaged and happy employees/members**
- **Fosters higher degrees of engagement, productivity, and innovation that contribute to increased involvement**
- **Institutions that are more diverse are often more successful with working with a variety of different audiences**
- **Higher productivity**
- **Increased output**



The Connection of Diversity & Excellence



- Increases retention and persistence
- Research shows more diversity in organizations tends to increase engagement (higher attendance and achievement)
- Decades of research by organizational scientists, psychologists, sociologists, economists and demographers show that socially diverse groups are more innovative than homogeneous groups

What Does DEI Look Like in Your Institution?


**Is it a part
of your
campus
culture?**

**Is it a
priority
for your
leaders?**

**Who is
represented
among staff,
photos & art in
your
office?**



Why Should You Prioritize DEI?

- **Employees/members will have higher levels of trust in the organization**
 - **Employees/members will be more comfortable in the work environment**
 - **Higher employee/member satisfaction**
 - **May foster better teamwork amongst employees/members**
 - **May provide a morale boost to employees/members**
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Diversity Success

- **Continual engagement in the process**
- **Consistent implementation and enforcement of DEI principles**
- **Encourage collaboration and implementation of feedback**
- **Oversee progress updates**



Make Your Voice Heard: The Power of Inclusivity



- **Actively Listen** - the first step in making sure everyone is heard is to actively listen.
- **Encourage Participation** - create an inclusive environment where people feel comfortable sharing their thoughts and ideas.
- **Embrace Diversity...**
- **Foster inclusive Leadership**

Diversity is the "Mix"

- Diversity is any dimension that can be used to differentiate groups and people from one another. People with different opinions, backgrounds (degrees and social experience), religious beliefs, political beliefs, sexual orientations, heritage, and life experience.
- Diversity provides a richer experience.



Inclusion Makes the “Mix” Work



- Inclusion puts the concept and practice of diversity into action, it is a state of being valued, respected and supported. It's about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve their full potential.
- Inclusion should be reflected in an organization's culture, policies, practices and relationships that are in place to support a diverse environment. It should permeate all level.
- Inclusion increase retention and facilitates teamwork

Downfalls of Not Prioritizing DEI

- **Lack of variety in input, experience, etc.**
- **Employees who do not feel welcome, accepted, or included can lead to lower job performance**
- **High turnover rates within your organization**
- **Poor public perception**
- **Lawsuits**



Best Practices for Change

Work to recognize and acknowledge contributions of everyone in your organization

Distribute decision-making as much as feasible - establish a climate committee

Think about how you communicate - is it intentional?



*35 Dumb Things Well-
Intended People Say*

by Dr. Maura Cullen

One thing I learned is...

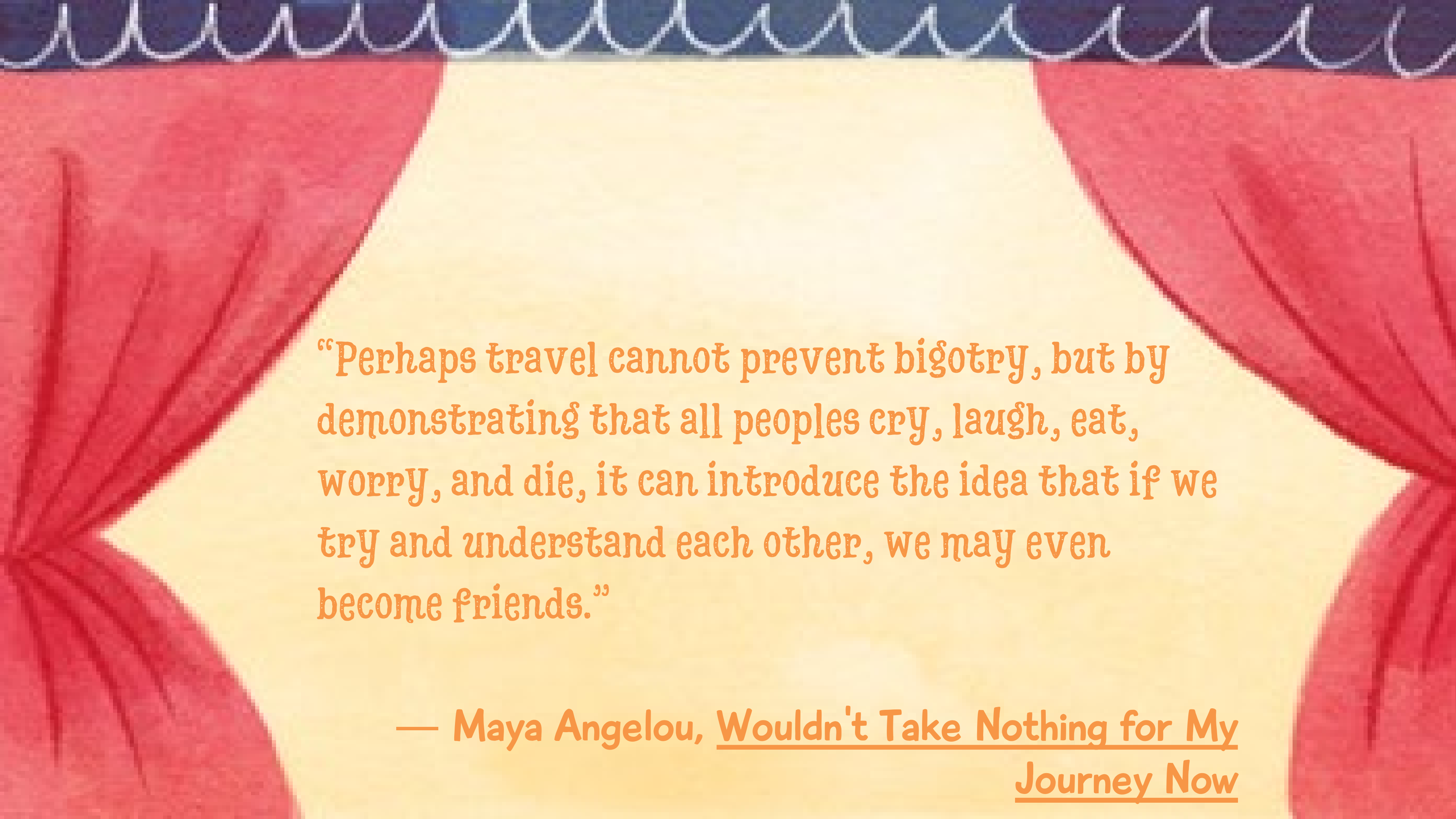
One thing I will take with me from this experience is...

One thing I will leave behind is...

One thing that touched me the most during this experience is...

The questions I still have that I'd like to explore more are...



A stylized illustration of a stage. At the top, there is a dark blue scalloped border. Below it, red curtains are drawn back to reveal a bright yellow spotlight shining down on a white rectangular area. The text is written in a brown, serif font within this spotlight area.

“Perhaps travel cannot prevent bigotry, but by demonstrating that all peoples cry, laugh, eat, worry, and die, it can introduce the idea that if we try and understand each other, we may even become friends.”

— Maya Angelou, Wouldn't Take Nothing for My Journey Now

Questions?

Thank you!



Thank You for
Completing our
Survey



DEI