

I Have An I.D.E.A

Identifying Diversity, Equity
and Assumptions



THE EXPERIENCE
William B.
Henry

WILLIAM B. HENRY

"Examine your mindset and your belief systems, the way you view the world could be the very thing holding you back from tapping into your true potential."

~William B. Henry~



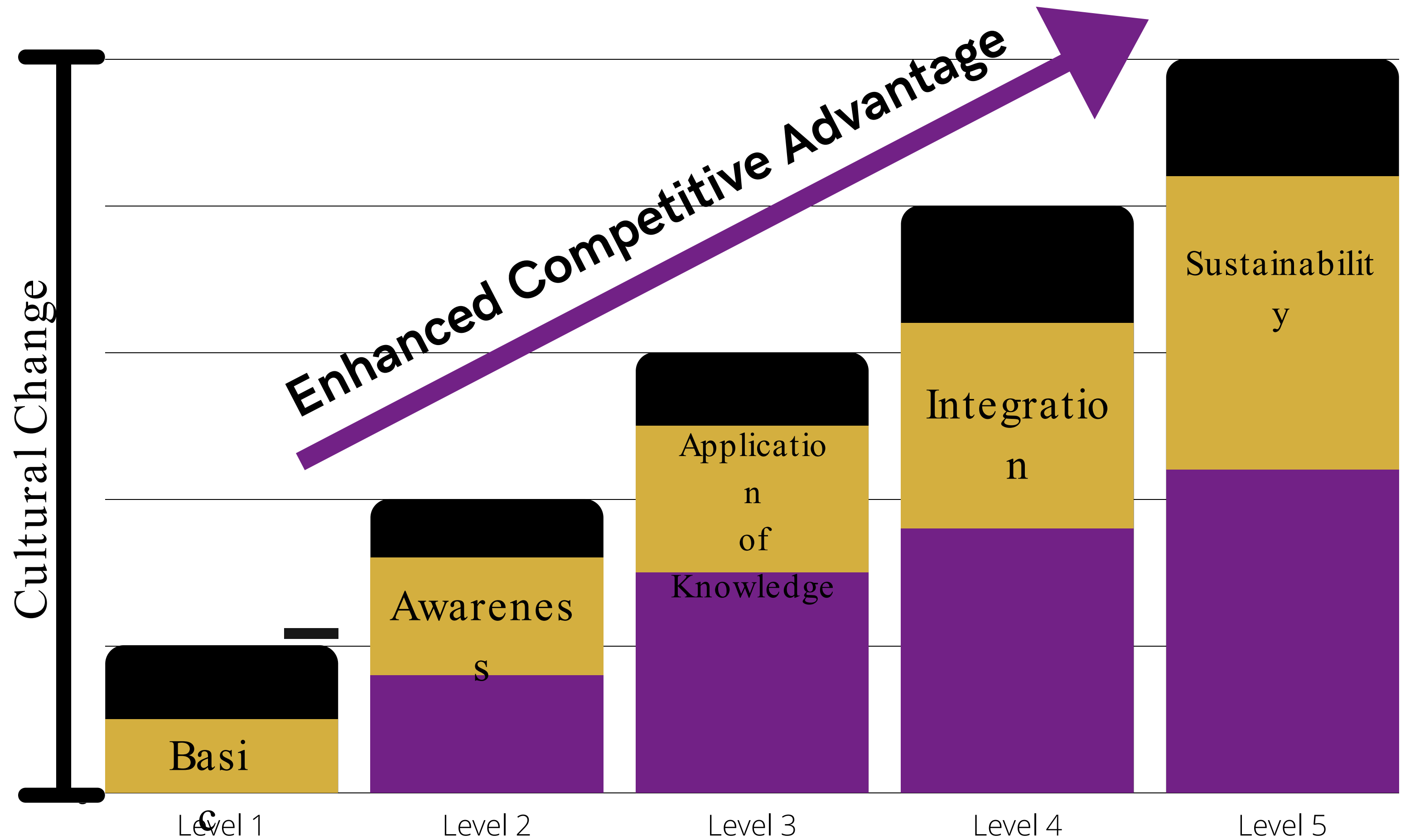
LEARNING OBJECTIVES

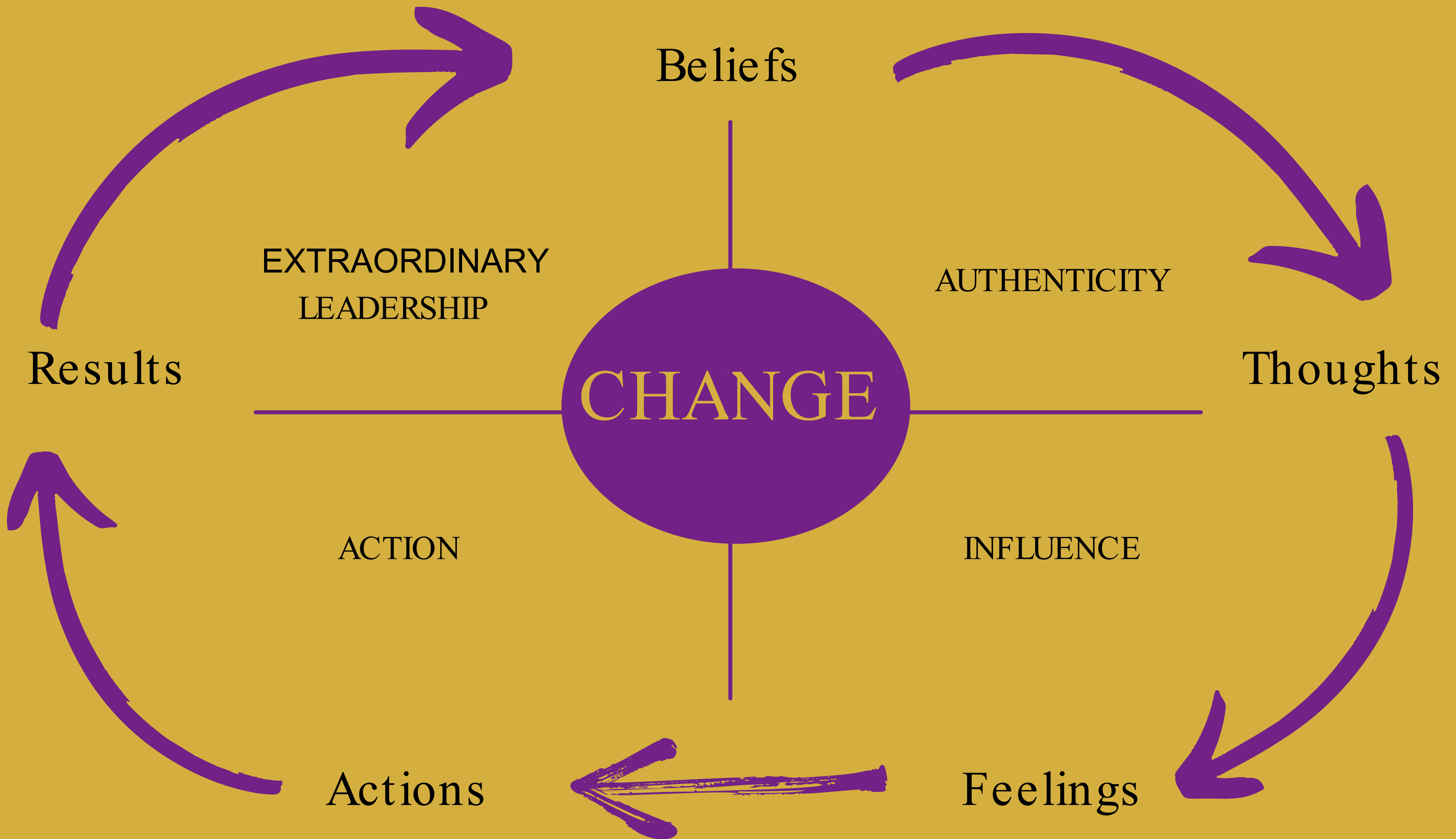


- Change is Hard!
- Defining Diversity
- What is Equity
- The Danger of Assumptions
- Building the roadmap to Equity
- Equity Assessment

When NOBODY gets left
behind, everybody
moves forward.

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WHAT IS DIVERSITY???



The condition of having or
being composed of
differing elements;
VARIETY

FOUR DIFFERENT TYPES OF DIVERSITY...

INTERNAL

Cannot Change. Race, Age, Ethnicity,
Physical & Mental ability

ORGANIZATIONAL WORKPLACE

Belongs to organization. Job Function,
Management Status, Work Location,
Department, Seniority

EXTERNAL

Can Change/ Influence. Interests,
Education, Appearance, Location,
Religion, Socioeconomic Status

WORLD VIEWS

How we feel about what we observe.
Cultural Events, Politics, History
Knowledge.

”CHAMBERS DO NOT HAVE A DIVERSITY
PROBLEM...”

"OUR MEMBERSHIP POOL DOES NOT HAVE DIVERSITY
ISSUES”

“WE'VE HAD ONE ASIAN BUSINESS JOIN THIS YEAR”

" I HAVE A BLACK FRIEND"

" I SEE NO COLOR"



ATTRIBUTES THAT INFLUENCE DIVERSITY

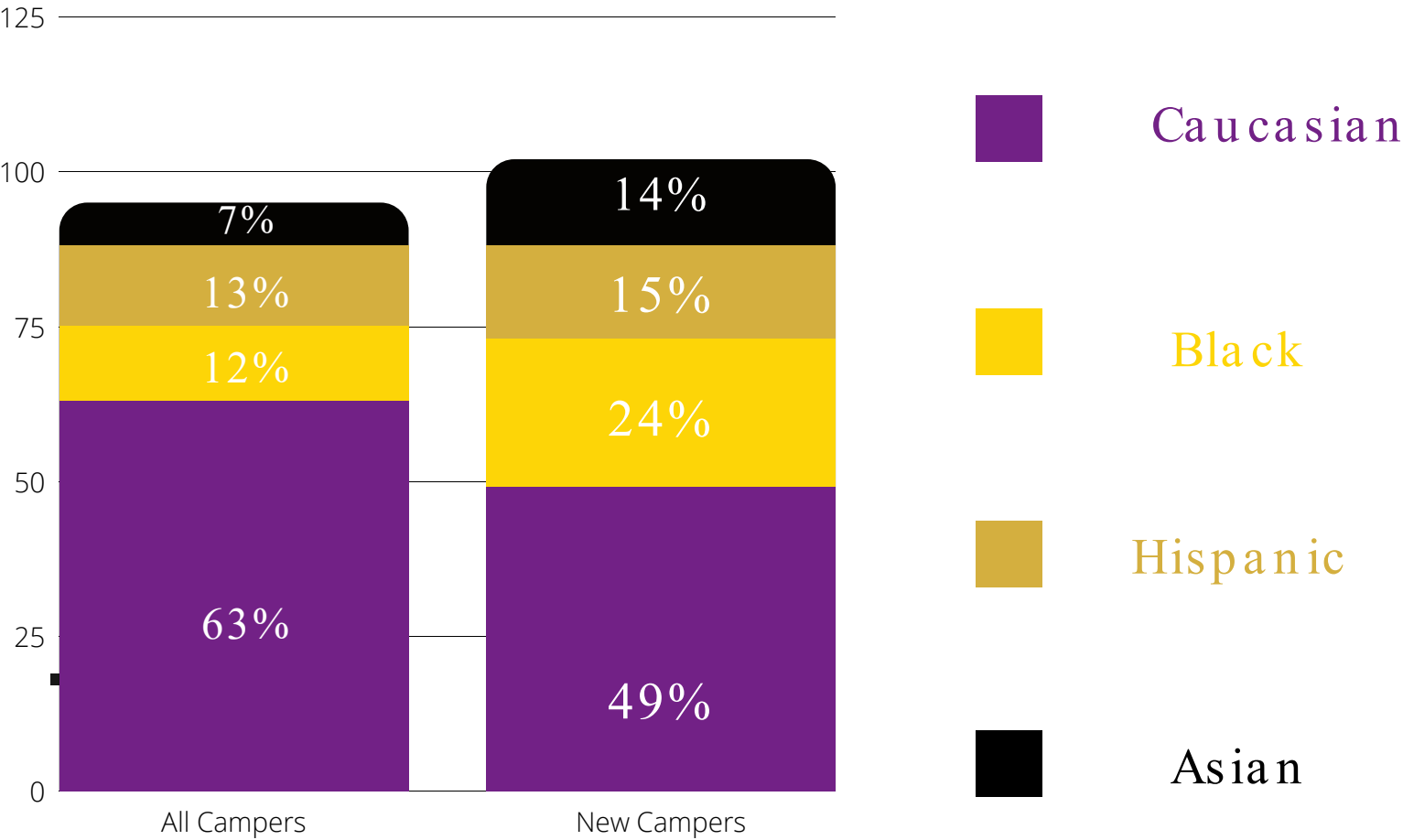
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- Culture
 - Language
 - Religion
 - Workplace Realities...



FIVE LARGEST RACIAL ETHNIC GROUPS IN THE US...



- EUROPEAN AMERICANS
- NATIVE AMERICANS
- ASIAN AMERICANS
- AFRICAN AMERICANS
- HISPANIC AMERICANS



CULTURE HERITAGE

Determines what beliefs, learned behaviors,
and language pass the generation to each
individual.



LANGUAGE

Language diversity usually causes employees, employers, and customers to misunderstand one another. Different languages in the workplace are causing growing "opportunities".

RELIGION

Religions often cause conflict due to "off time" issues related to specific religious events of a particular religion.



Workplace Realities

- More women (55%) work than any other time in American history.
- Eight percent (8%) of the population is affected by a disability

“We hold these truths
to be self evident, that
all men are created equal, that
they are endowed
by their Creator with certain
unalienable rights, that among
these are life, liberty, and the
pursuit
of happiness.”

-Thomas Jefferson

Are they?



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WHAT IS EQUITY???

Equity is defined as “the state, quality or ideal of being just, impartial and fair.” The concept of equity is synonymous with fairness and justice. It is helpful to think of equity as not simply a desired state of affairs or a lofty value. To achieve and sustain equity, it needs to be thought of as a structural and systemic concept.

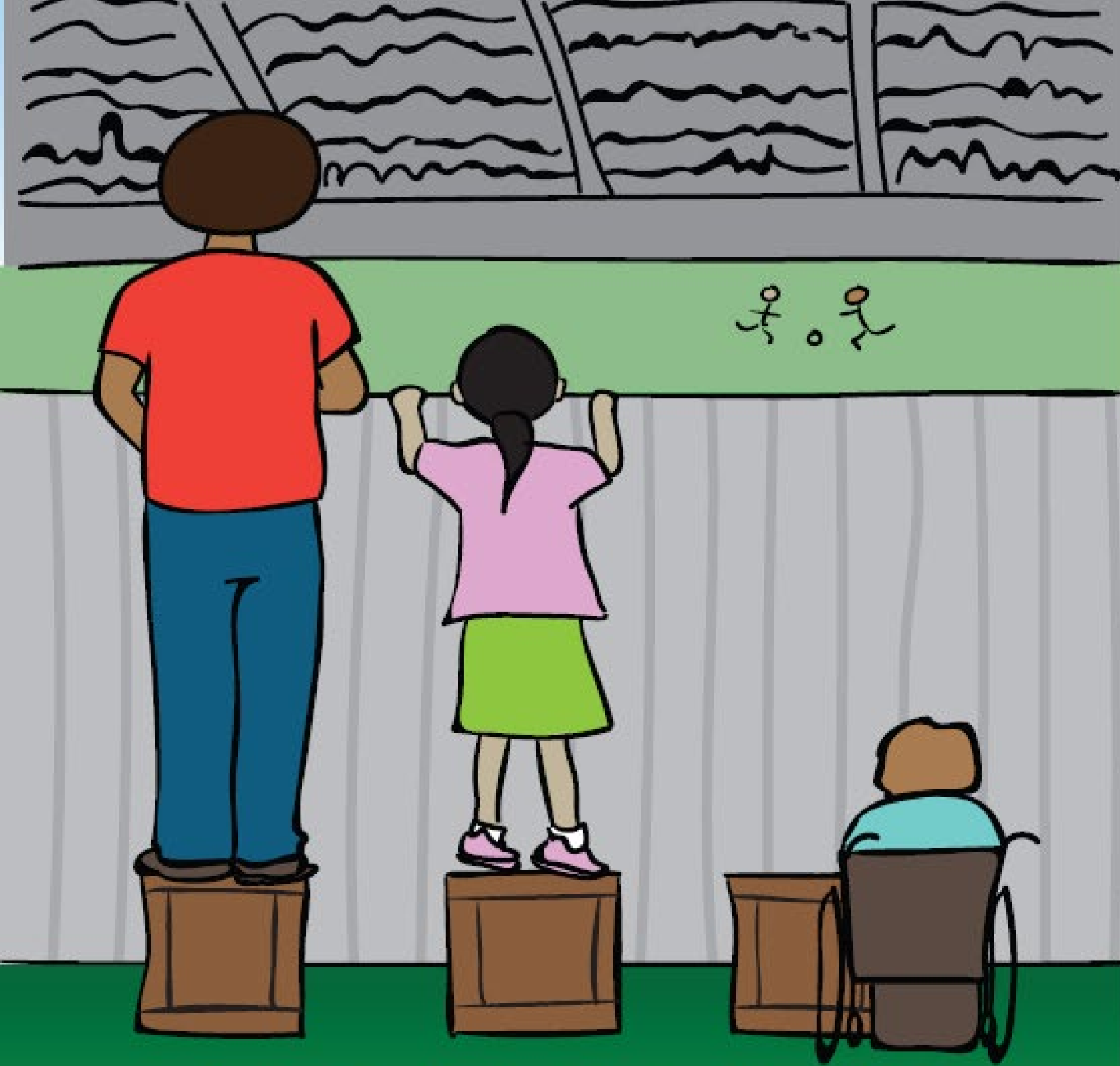


THE DIFFERENCE BETWEEN EQUITY & EQUALITY

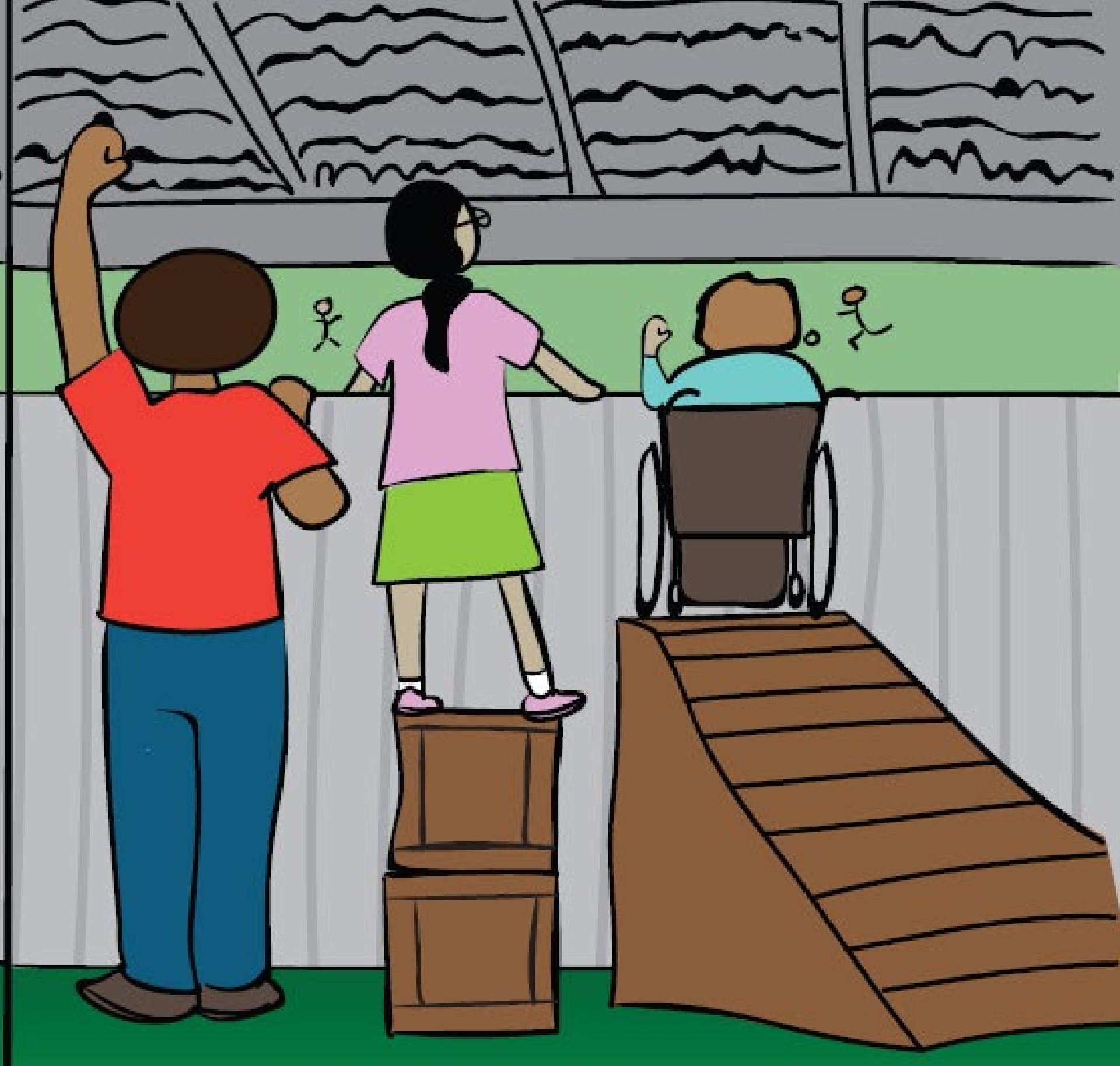
Equity involves trying to understand and give people **what they need** to enjoy full, healthy lives.

Equality, in contrast, aims to ensure that **everyone gets the same things** in order to enjoy full, healthy lives.

Like equity, equality aims to promote fairness and justice, but it can only work if everyone starts from the same place and needs the same things.



EQUALITY



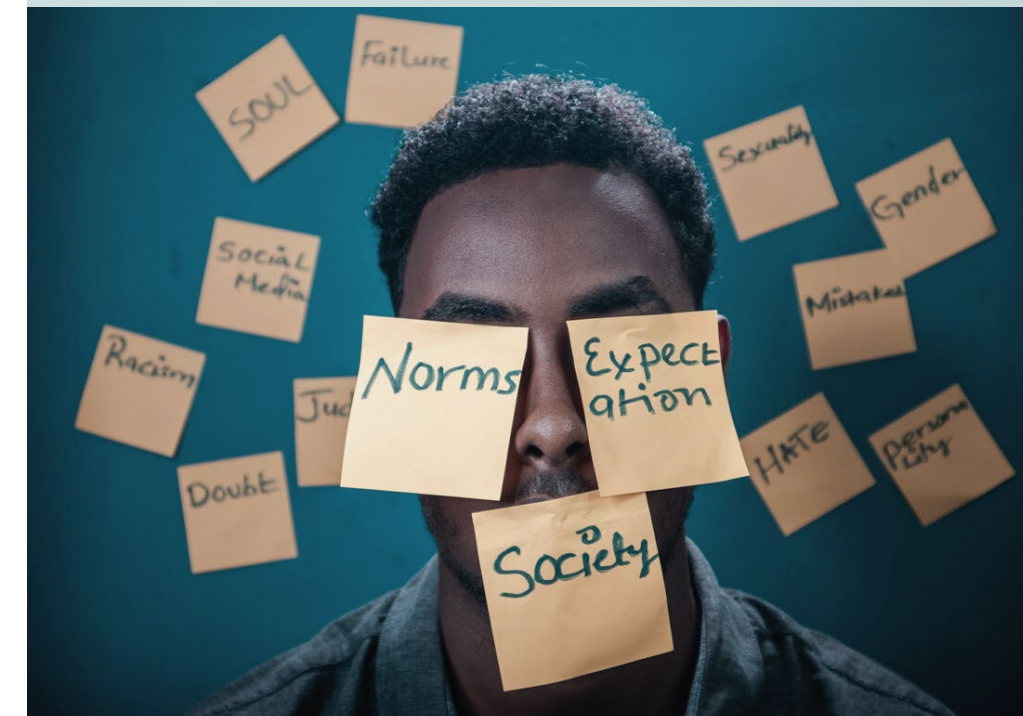
EQUITY

Understanding Equality

EQUALITY IS REALLY IMPORTANT IN UNDERSTANDING HUMAN RIGHTS! FOR INSTANCE, IT MIGHT BE NECESSARY THAT PEOPLE ARE GUARANTEED EQUAL RIGHTS UNDER THE EYES OF THE LAW.

THIS CAN CREATE SITUATIONS FOR PEOPLE WHERE THEY ARE STILL BEING TREATED UNFAIRLY, EVEN THOUGH THEY ARE BEING TREATED EQUALLY.

HOWEVER, OUR SOCIETY HAS A HISTORY OF HUNDREDS OF YEARS OF TREATING PEOPLE UNEQUALLY, AND SOMETIMES THIS MEANS THAT STARTING TO TREAT PEOPLE EQUALLY NOW, STILL ISN'T ENOUGH TO MAKE UP FOR THOSE HUNDREDS OF YEARS OF DIFFERENCE IN OPPORTUNITY AND TREATMENT.



THE BIG ASSUMPTION

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Communication





BARRIERS THAT PROHIBIT EQUITY

- Language
- Stereotyping
- Outdated Policies/ Procedures
- Unwillingness to Adapt To Changing Environment



Communication Information

In Person/Virtually

___% Words

% Tone

% Body
Language

Phon

^e
___% Words

% Tone

% Body
Language

Email/Text

___% Words

% Tone

% Body
Language

Communication Information

In Person/Virtually



Phone



Email/Text



PHRASES & THEIR MEANINGS

OCCASSIONALLY

ALMOST ALWAYS

NOW AND
THEN

HARDLY EVER

SOMETIMES

ONCE IN A
WHILE

OFTEN

NOT TOO
OFTEN

FREQUENTLY

USUALLY



TAKE A LOOK IN THE MIRROR...

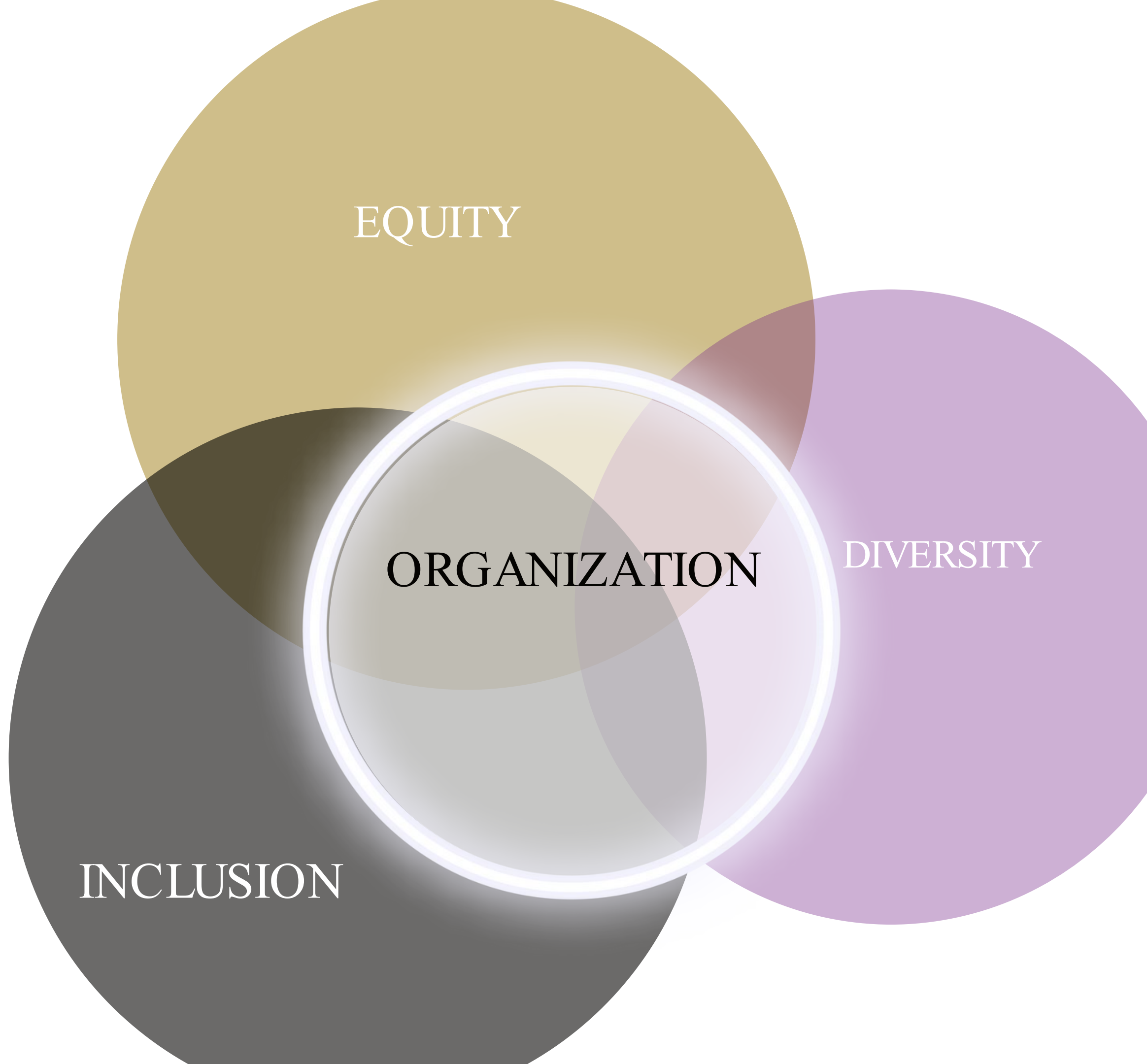
HOW ARE YOU DOING?? Individually... departmentally....
and organizationally???



Organization's Role

D.E.I.I.

INTEGRITY +
STRENGTH





Lead the way to a fully inclusive workplace