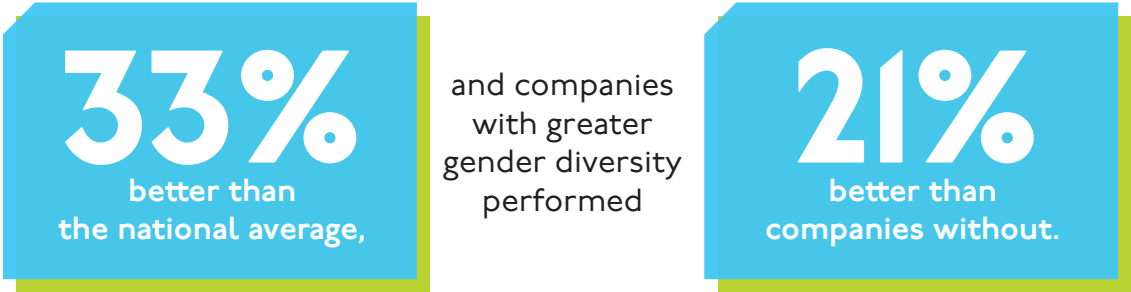


DIVERSITY, EQUITY AND INCLUSION (DEI)

What It Is & Why It Matters

DEI is a vital part of an organization’s growth and success. In fact, according to one 2017 McKinsey Study, companies with greater ethnic and racial diversity in their staff performed



Without DEI, organizations cannot effectively engage with clients and coworkers who differ from us, address their needs, build a safe environment or allow them to reach their full potential. By acknowledging our differences, we can bridge the gap in understanding and become better employees, coworkers and community members.

DIVERSITY—WHAT COUNTS?



DIVERSITY ENRICHES OUR ENVIRONMENT BY ADDING NEW PERSPECTIVES TO OUR OWN CIRCLE. IT COMES IN MANY FORMS:

- Age
- Disability
- Education
- Ethnicity
- Gender/expression
- Language
- Marital status
- Religion
- Sexual orientation
- Socioeconomic status
- Veteran status
- ...the list goes on!

EQUALITY VS. EQUITY



EQUALITY
Treating everyone equally regardless of their circumstances

EQUITY
Treating everyone justly according to their circumstances

For example, let's say you and a friend are picking apples. Under an equality mindset, you would each get the same-size ladder, even though your friend is taller. Under an equity mindset, you are given different-sized ladders to accommodate your different heights. By giving you a leg up (no pun intended), you and your friend end up on the same playing field.

MAKING A SPACE INCLUSIVE



CREATE A WELCOMING AND RESPECTFUL ENVIRONMENT FOR ALL

ACKNOWLEDGE—NOT IGNORE—DIFFERENCES

MAKE ROOM FOR DIFFERENT PERSPECTIVES



Have more questions on DEI and what it means for our organization?
Talk to HR for more information.

