New Aid Officer Workshop

WELCOME TO THE CIRCUS

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Embracing Diversity, Equity & Inclusion

Presented by:
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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.
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
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 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 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 levels.

Inclusion increases 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...
“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*
Thank you!
Thank You for Completing our Survey

DEI