JOURNEY TO INCLUSION
Hello!

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**Shared Language**

- **Inclusion**: an action to ensure that people feel valued, welcomed, and that their voices will be heard

- **Diversity**: things that make us different and unique
**Shared Language**

+ **Equity**: promoting justice, impartiality and fairness within the procedures, processes, and *distribution of resources* by institutions or systems.

+ **Belonging**: the feeling of *security and support* when there is a sense of acceptance, inclusion, and identity for a member of a certain group.
When was the last time that you felt excluded at work/school?

When was the last time that you felt included at work/school?
1 Inclusion
The ACTION!!!
Inclusion first…

• Evaluate and establish company culture

• Develop policies that demonstrates a commitment to fair treatment, clearly identifies unacceptable conduct and expressly prohibits it

• Preach against hostile work environments (inappropriate language, jokes or behavior)

• Understand and acknowledge that differences exist, but do not make any assumptions based on race gender, gender identity or expression, religion, disability, ethnicity or the like (pronouns, partner)

• Respect and celebrate different cultures, traditions, and circumstances

• Treat everyone equitably
2 Diversity
Build a team that has unlimited potential
INCREASED CREATIVITY AND INNOVATION

HIGHER EMPLOYEE ENGAGEMENT

PEOPLE WANT TO WORK FOR YOUR COMPANY

CONTRIBUTIONS TO THE INDUSTRY
3 Equity
Level the playing field
Equality, Equity, Justice

RESOURCES, GROWTH, AND DEVELOPMENT
ANNUAL SALARY REVIEWS
DATA-DRIVEN DECISIONS
4 Belonging
The OUTCOME!!!
CELEBRATE PEOPLE AND CULTURE

GIVE VOICES TO THE VOICELESS

ENGAGEMENT IN THE COMMUNITY
The grand illusion is that change happens to an organization. It does not. It happens to a collection of individuals who do things differently every day.”

- Peter Sheahan
THANKS!

Any questions?
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