



JOURNEY TO INCLUSION

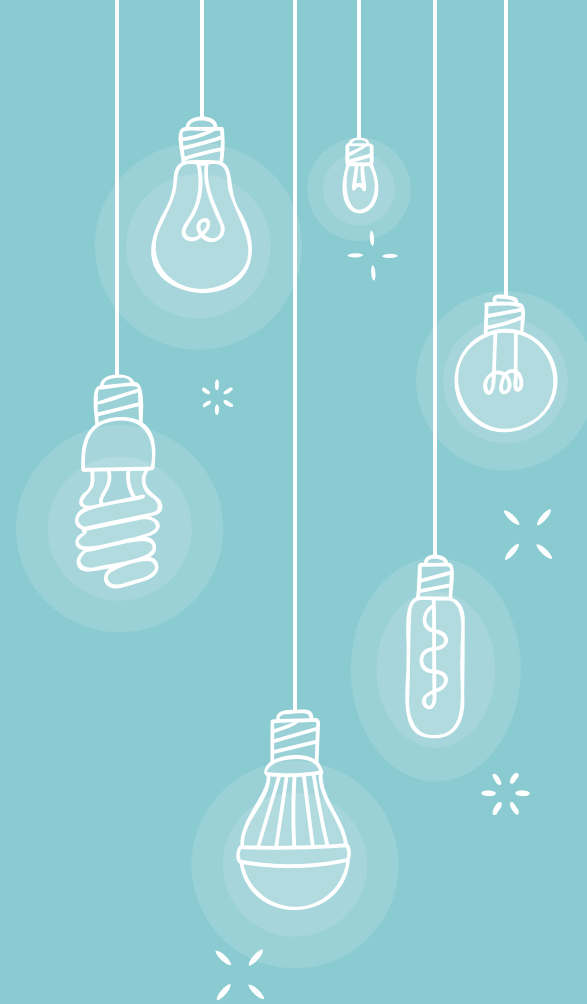


HELLO!

Thomas Harris

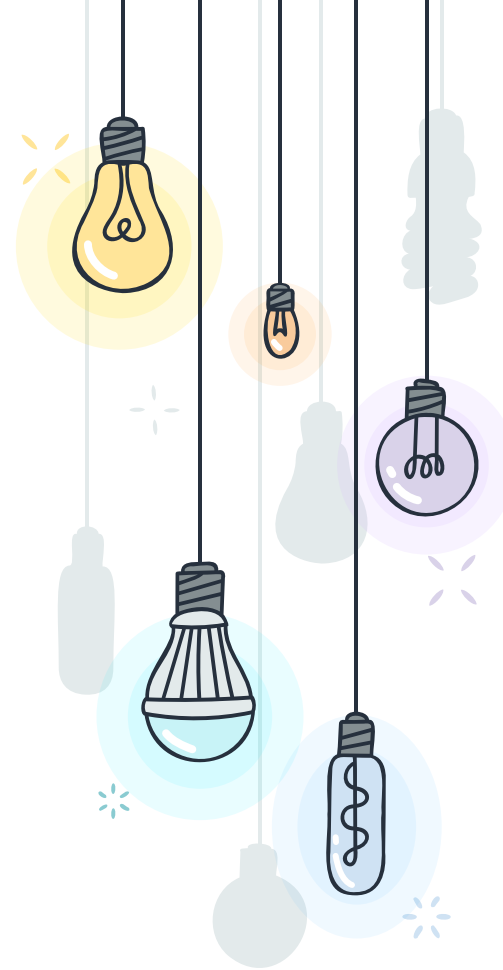
Associate Athletics Director,
Diversity, Inclusion, Engagement

Arizona Athletics



* SHARED LANGUAGE

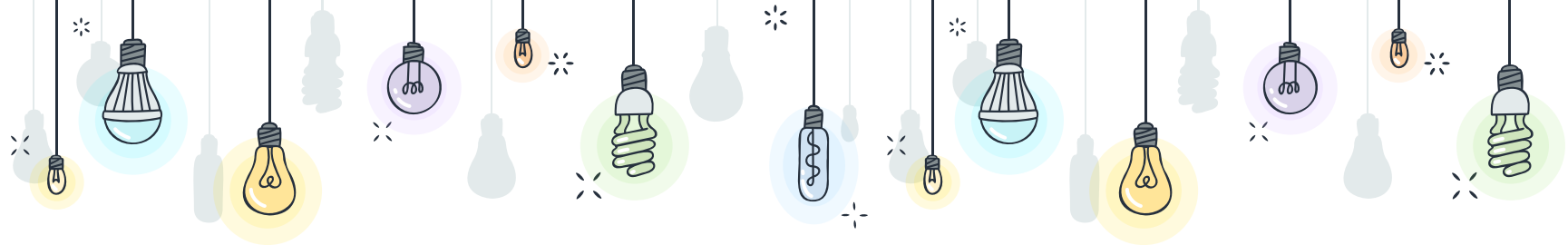
- + **Inclusion:** an **action** to ensure that people feel valued, welcomed, and that their voices will be heard
- + **Diversity:** things that make us **different and unique**



* 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
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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

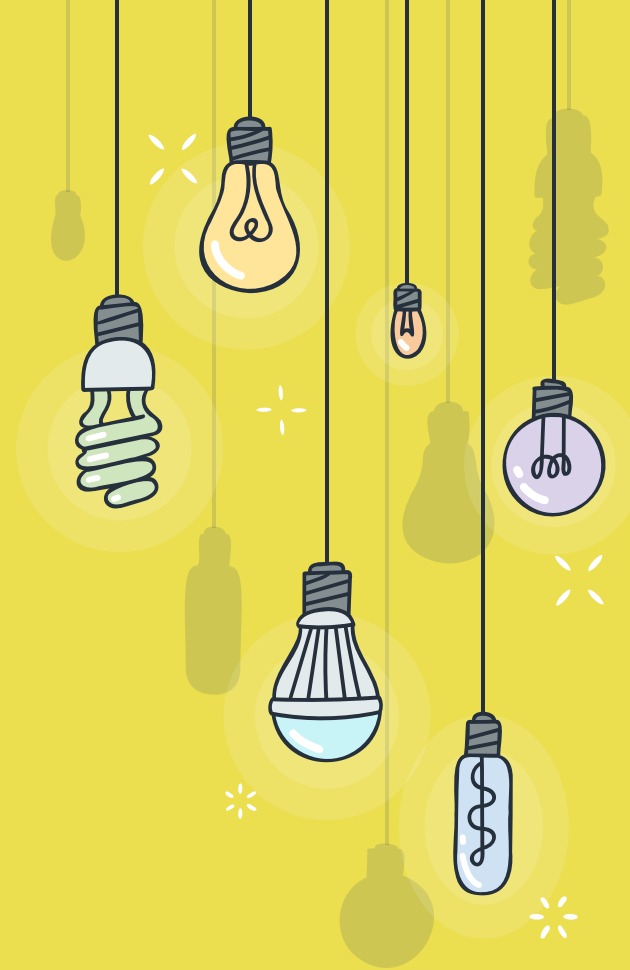
GIVE VOICES TO THE VOICELESS

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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