



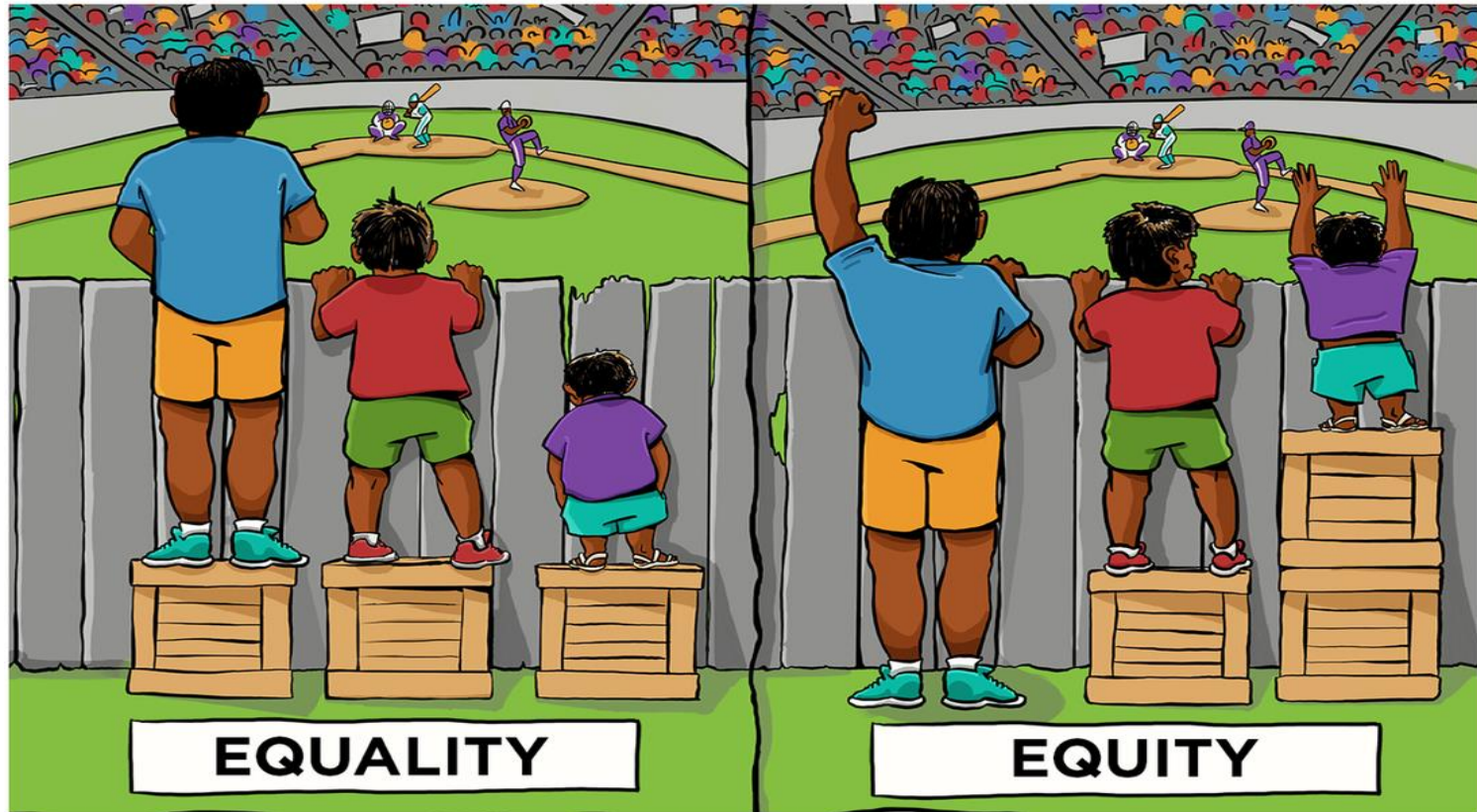
Understanding Equity, Diversity and Inclusion in the Workplace

- Define Equity, Diversity and Inclusion
- Benefits
- What gets in the way
- What does EDI success look like
- Where we start



equity





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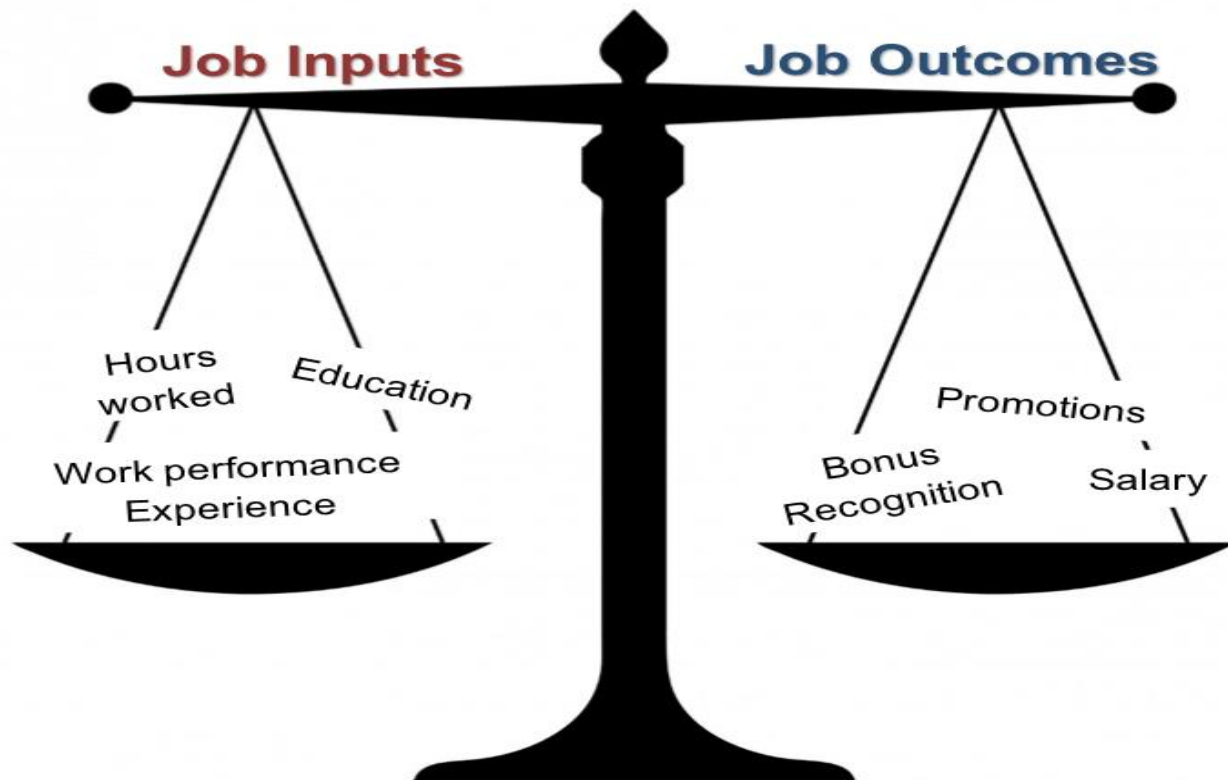


Legislation



Working definition: **Equity** in a **workplace means** everyone receives fair treatment. There's a transparency to cause and effect, and everyone knows what to expect in terms of consequences and rewards. When **equity** exists, people have equal access to opportunities. It sets up an advantageous environment for both the employees and the employer





diversity





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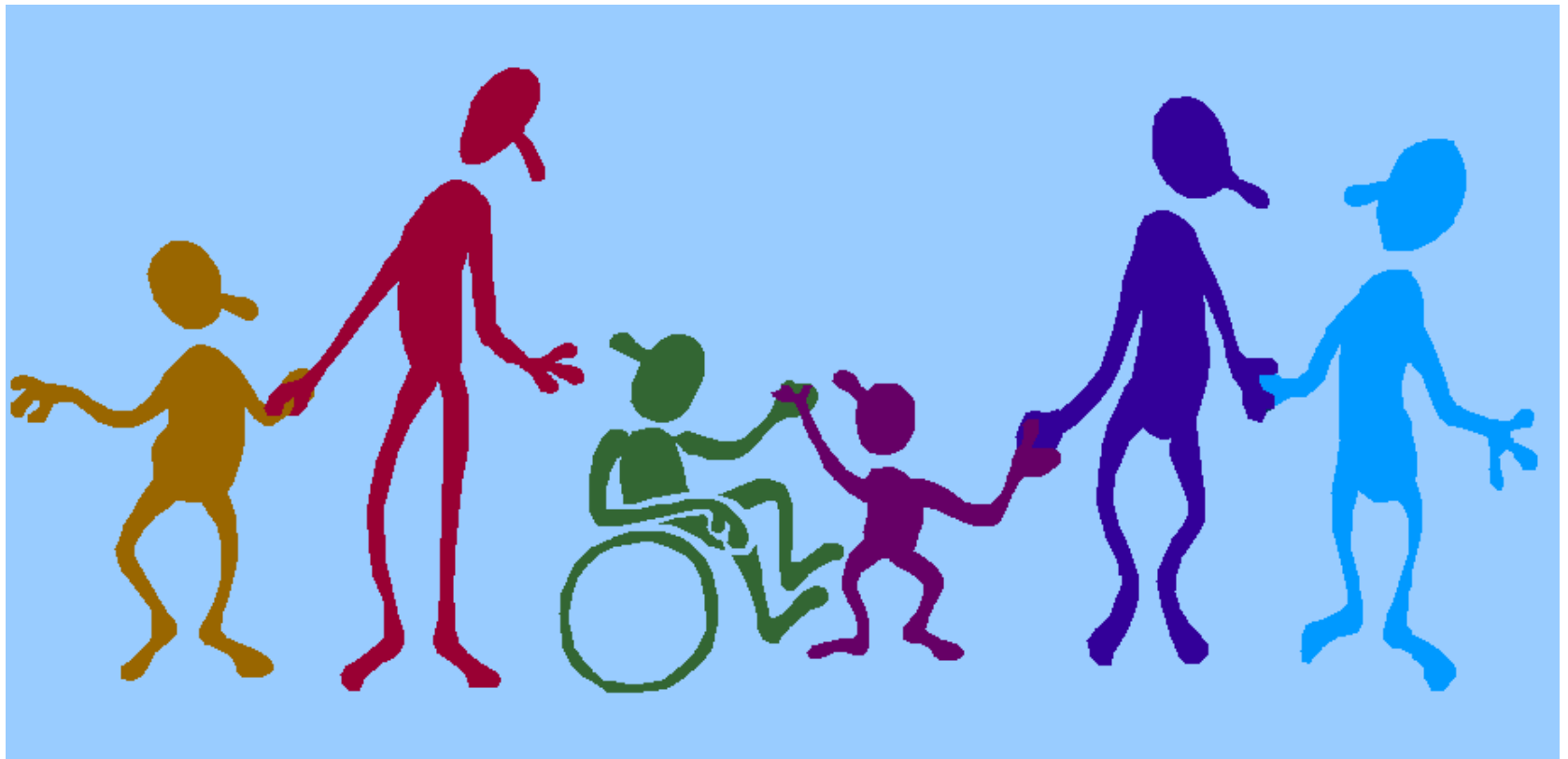


Legislation



Working definition: **Diversity means** having distinct or unlike elements. In a **workplace, diversity means** employing people who may be different from each other and who do not all come from the same background. The differences may be those of national origin, physical appearance, religion, education, age, gender, or sexual orientation. In addition, differences in communication and work style may be included.





inclusion



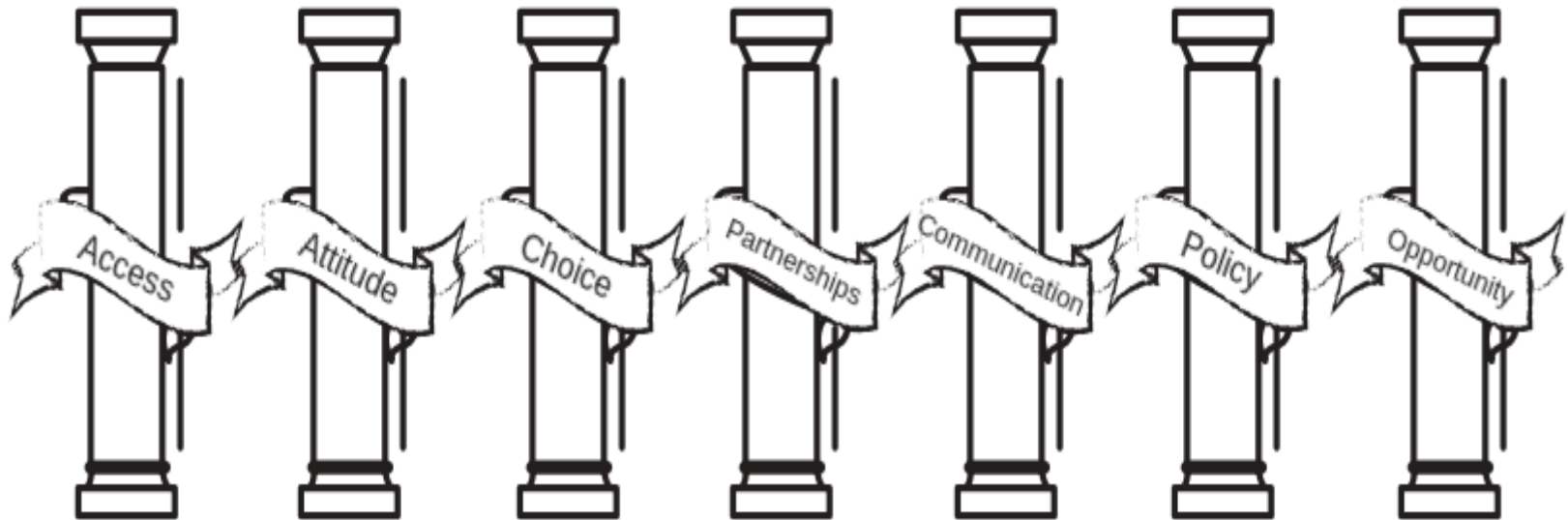




Working definition: **inclusion** is “the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success



The 7 Pillars of Inclusion



benefits



benefits of EDI in the workplace

- Employee retention
- Talent attraction
- Variety of perspectives
- Productivity
- Creativity
- Brand boosting









Old woman or young lady?





challenges



- History/experience
- Implicit bias
- Cultural incompetence
- Where to start





history/experiences

who you are

determines the way you see everything







starting down the path



- Look at yourself
- Look at your organization
- Review policies and procedures
- Start integrating EDI – make a plan
- Get some help
- Reflect



look at yourself

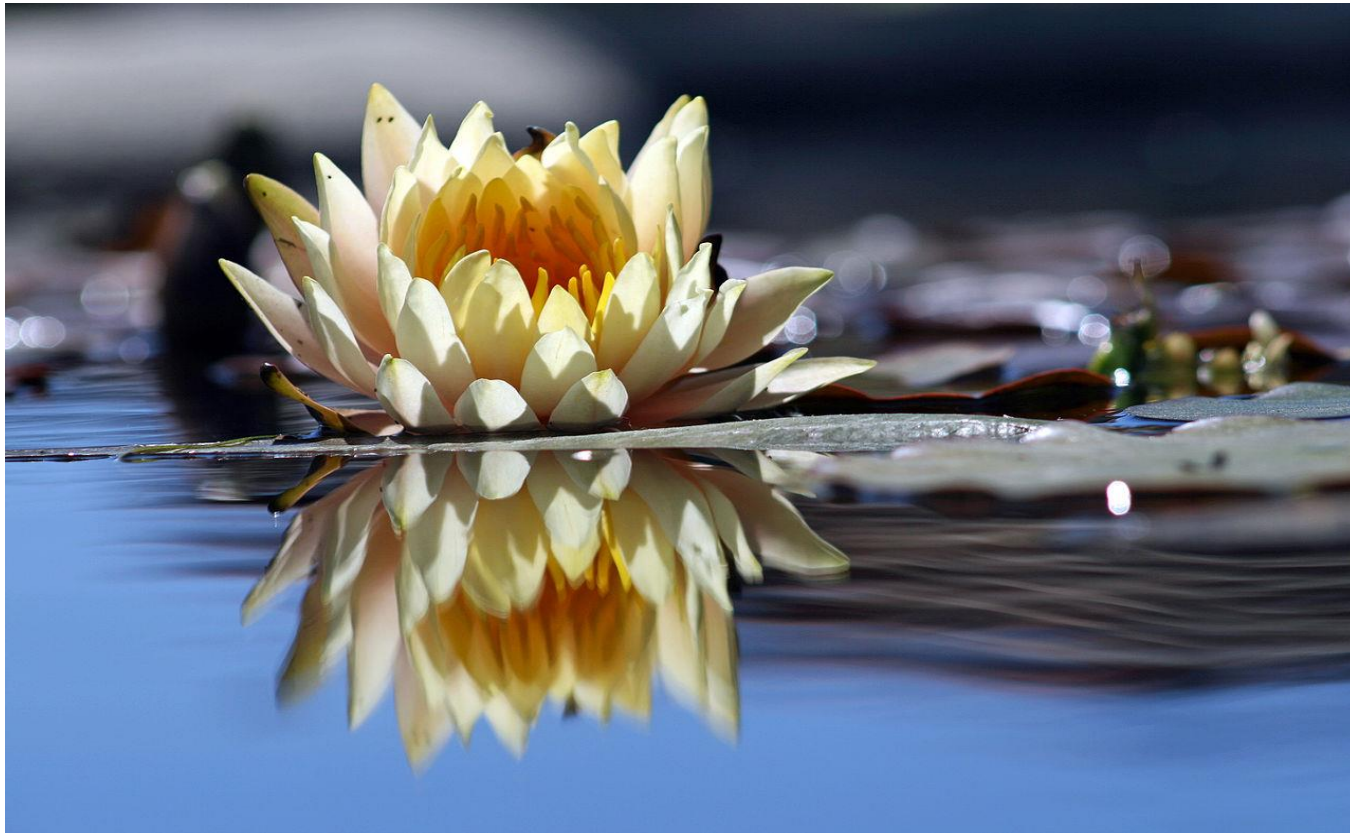


look at your organization









questions/thoughts



thank you

