
DIVERSITY EQUITY INCLUSION

- some ideas to get you thinking -

DIVERSITY

The collective mixture of human beings and the identities they have, co-existing in a space.

.... race - age - gender - sex - 'diff'ability ...

... Visible and Invisible identities ...

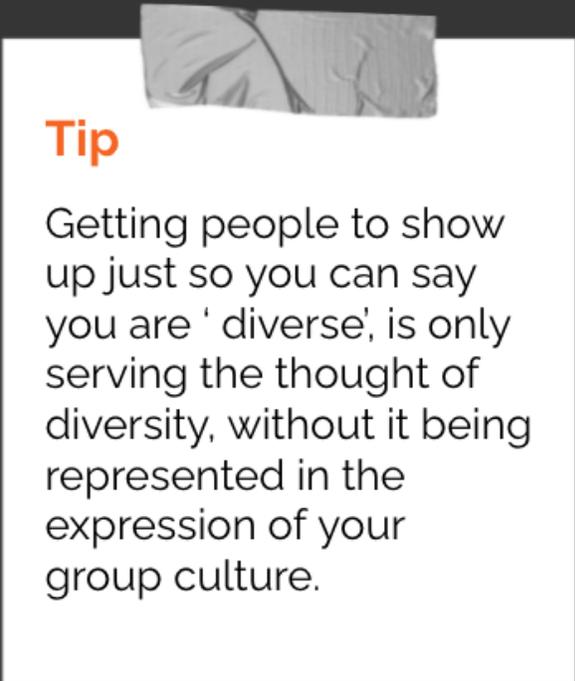


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Can you have diversity without inclusion?

Yes, unfortunately. ... but it won't last.

.. this is why we need to talk about inclusion,
Equity AND diversity as one topic.



Tip

Getting people to show up just so you can say you are 'diverse', is only serving the thought of diversity, without it being represented in the expression of your group culture.



Culture

Diversity and a collection of cultures can happen at the same time, but not function equally.

→ **Surface Culture**

Language, clothes, hair style, stories, dance, music, art, food ...

→ **Shallow Culture**

Non- Verbal communication, eye contact, personal space, tempo of work, concepts of time ..

→ **Deep Culture**

Spirituality, preferences for competition/ cooperation, notions of fairness, concepts of self, kinship, world view ...

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Use the Culture descriptors
to identify things about
yourself - use them to learn
about the uniqueness
of other people

Tip

The more you learn about yourself on these levels, the more curious you can become about the experience of others

INCLUSION

Intentionally creating a space where belonging and respect foster an equitable opportunity for people to show up and have an impact in a meaningful way.

This is an intentional act that becomes a way of behaving as a mainstay in your vision.



Can you have diversity without equity?

Yes, unfortunately.

.. this is why we need to talk about inclusion,
equity AND diversity as one topic.



Tip -

There needs to be policies and practices in place in order for equity to be a successful way of functioning..

EQUITY

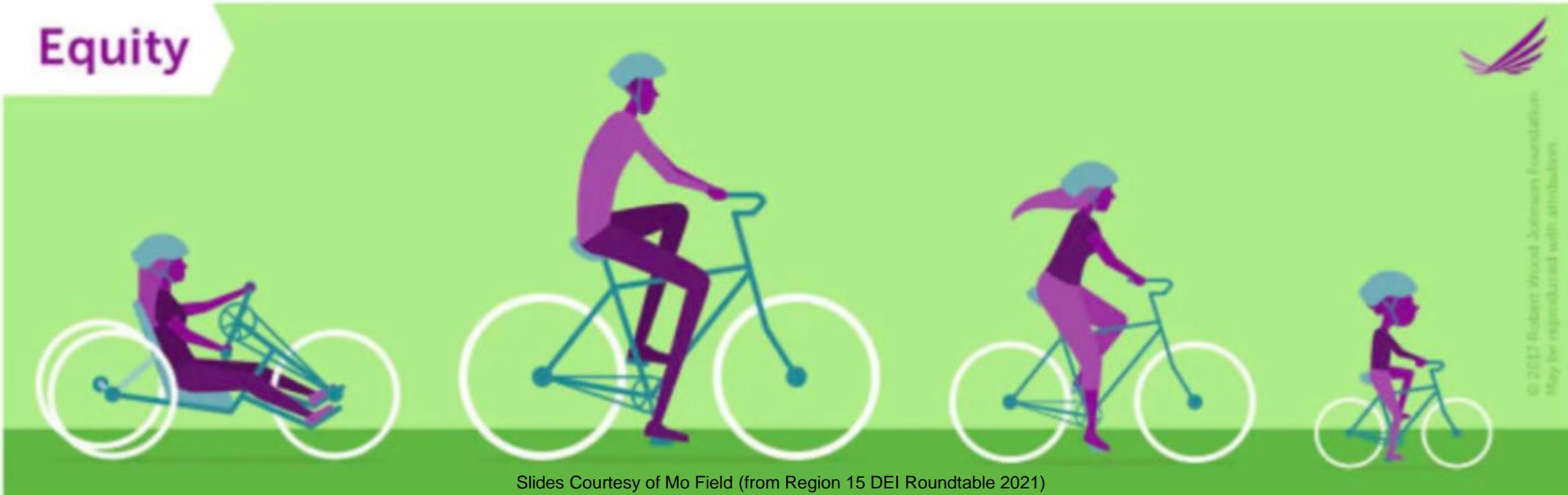
Fairness for all regardless of visible and invisible identities.



Equality



Equity



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