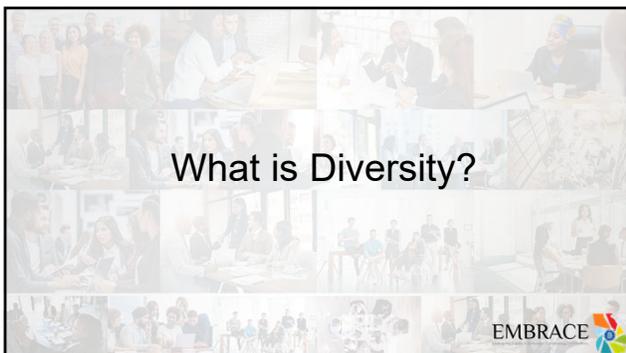




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The 4 Types of Diversity

- Internal Diversity
- External Diversity
- Organizational Diversity
- Worldview Diversity

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Internal Diversity

- Race
- Ethnicity
- Age
- National origin
- Sexual orientation
- Cultural identity
- Assigned sex
- Gender identity
- Physical ability
- Mental ability

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External Diversity

- Personal interests
- Education
- Appearance
- Citizenship
- Religious beliefs
- Location
- Familial status
- Relationship status
- Socioeconomic status
- Life experiences

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Organization Diversity

- Job functions
- Place of work
- Management status
- Employee status
- Pay type
- Seniority
- Union affiliation

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Worldview Diversity

- Political beliefs
- Moral compass
- Outlook on life

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8



What is Equity?

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Equity

The effort to treat everyone the same or to ensure that everyone has access to the same opportunities.



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Equality



Equity



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What is Inclusion?



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Inclusion

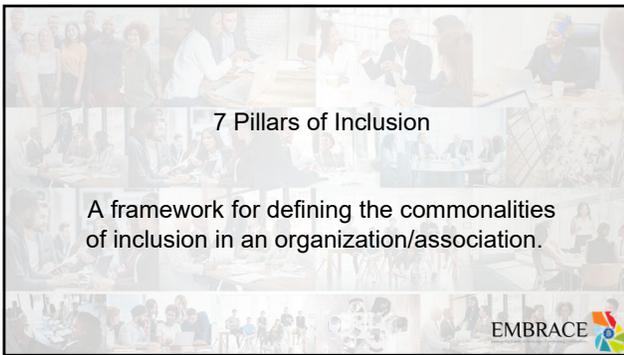
Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.



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7 Pillars of Inclusion

A framework for defining the commonalities of inclusion in an organization/association.

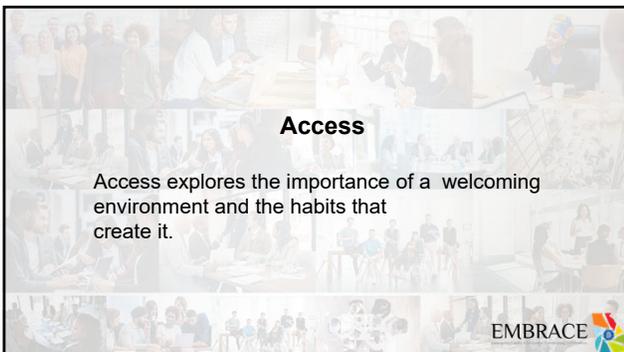


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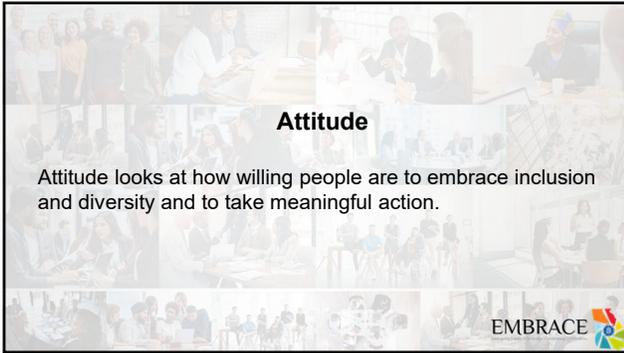
Access

Access explores the importance of a welcoming environment and the habits that create it.



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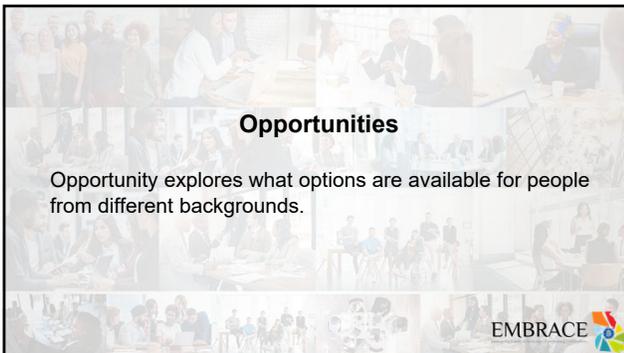


Attitude

Attitude looks at how willing people are to embrace inclusion and diversity and to take meaningful action.

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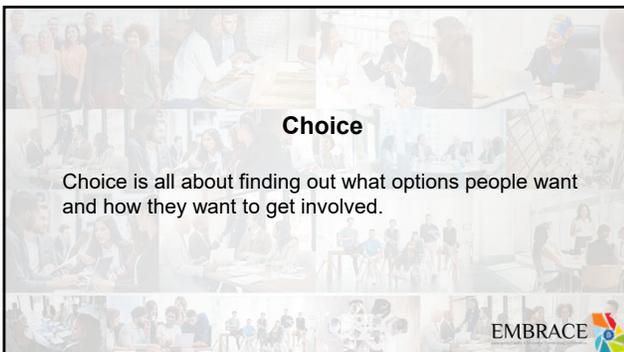


Opportunities

Opportunity explores what options are available for people from different backgrounds.

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Choice

Choice is all about finding out what options people want and how they want to get involved.

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Communication

Communication examines the way we let people know about the options to get involved and about the culture.

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The slide features a background collage of various people in professional and community settings, including meetings, presentations, and group photos.

19



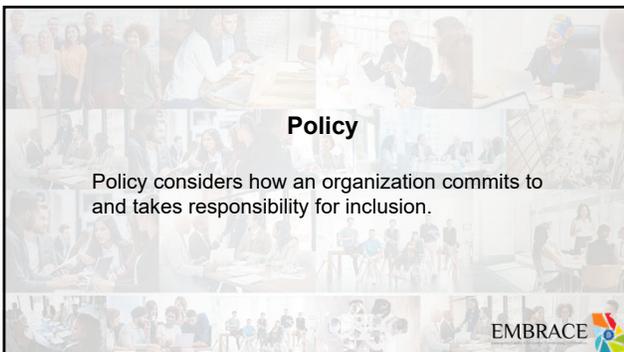
Partnerships

Partnership looks at how individual and organizational relationships are formed and how effective they are.

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The slide features a background collage of various people in professional and community settings, including meetings, presentations, and group photos.

20



Policy

Policy considers how an organization commits to and takes responsibility for inclusion.

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The slide features a background collage of various people in professional and community settings, including meetings, presentations, and group photos.

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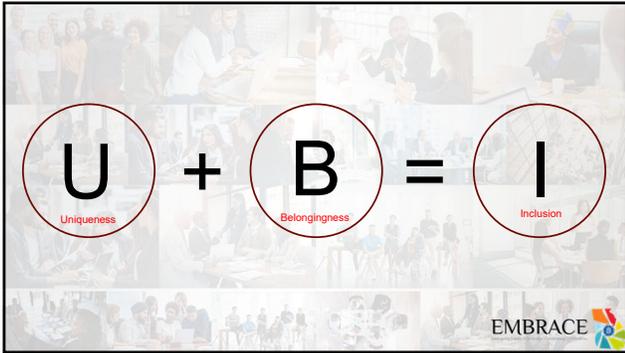
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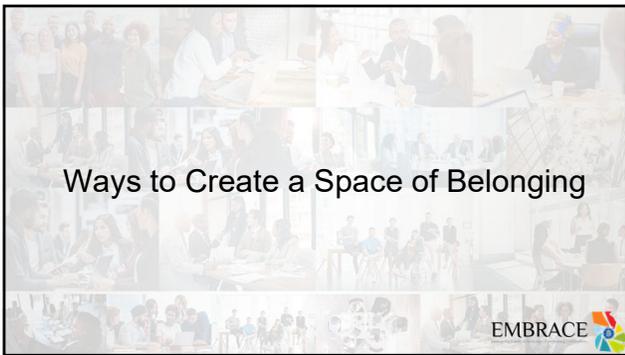
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Stereotype

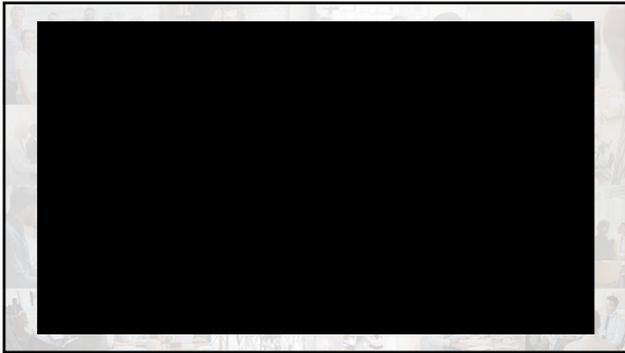
An idea or belief one has about a specific demographic based on their outward appearance that may be untrue or partially true.

29

How will you control your environment?

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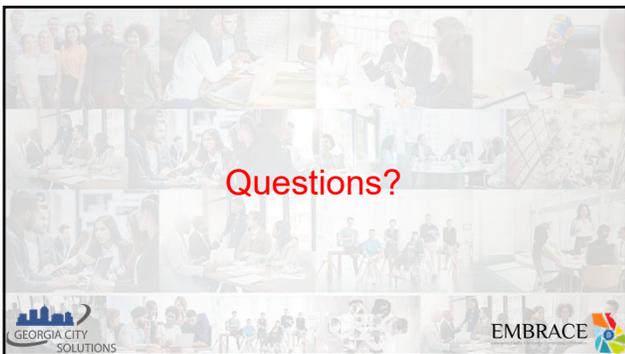
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