

DIVERSITY, EQUITY & INCLUSION DISCUSSION



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www.CJPIA.org

“DIVERSITY” DEFINED

We can broadly define diversity as:

"recognizing, appreciating, valuing, and utilizing the unique talents and contributions of all individuals."

Our HR Department drives many of our commitments to D-E-I, supported by our Executive Team, our Department Heads, all managers and supervisors, and every employee.

Diversity – Equity – Inclusion Defined (SHRM)

Diversity – “The collective mixture of differences and similarities that include individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors.”

Diversity – Equity – Inclusion Defined (SHRM)

Equity – “In the workplace, this refers to fair treatment in access, opportunity, and advancement for all individuals.”

(From the application stage all the way to separation or retirement – otherwise known as the Employment Cycle.)

Diversity – Equity – Inclusion Defined (SHRM)

Inclusion – “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.”

“Diversity is being invited to the party. Inclusion is being asked to dance.” -- Verna Myers

Diversity – Equity – Inclusion Defined (Steve)

Diversity – Recognizing differences are part of how we get creative solutions.

Equity – Allowing all people equal opportunity; create and model fairness in our systems.

Inclusion – Including all people in opportunities to participate, succeed at work, in our communities.

“ We see the values of diversity, equity, and inclusivity as *mission-critical*. Without embracing these values, we simply cannot achieve our program goals or have the impact we want to have. ”

THE MCKNIGHT FOUNDATION

Kate Wolford, president

THE “WHY” OF DIVERSITY

Compliance

Customers

Community

Creativity

DIVERSITY OPPORTUNITIES

It gives us a wider range of viewpoints in our City, to include ideas, opinions, and views that might challenge our current perceptions.

It can refocus and strengthen our commitment to our City's core and cultural values.

It can stimulate social, economic, intellectual, and emotional growth in our City.

It can help our City find its place in our larger world.

DIVERSITY AND THE LAW: “Protected Classes”

- race
- color
- national origin / ancestry
- religion
- physical or mental disability
- medical condition
- pregnancy, breastfeeding, family care
- veteran status
- gender identity or gender expression
- political activities or affiliations
- genetic information
- marital status
- sexual orientation
- domestic violence victim
- age



Primary traits?

Secondary traits?

“AGE DIVERSITY”

Matures (born prior to 1946)

Baby Boomers (1946 – 1964)

Generation X (1965 – 1980)

Generation Y (1981 – 1999)

Generation Z (2000 – now)

SHRM's Strategic Plan for Diversity, Equity, Inclusion

Make the Business Case for DEI.

Get Commitment From the Top.

Align Our Vision Statements, Mission Statements, and Strategies.

Enhance Our Recruitment and Sourcing Approaches.

Increase Employee Retention.

Provide Training and Development.

Initiate Onboarding.

Improve Communications.

SHRM's Strategic Plan for Diversity, Equity, Inclusion

Use Marketing, Advertising, and Branding Campaigns.

Leverage Employee Diversity.

Build Strategic Alliances and Partnerships.

Demonstrate Corporate Social Responsibility.

Enhance the Customer Experience.

Build Supplier and Vendor Diversity.

Create Measurement and Accountability.



DO YOUR PART TO MAKE US THE BEST WORKPLACE

- *Treat each other like adults, working in a professional environment.*
- *Respect the boundaries of your co-workers.*
- *Be prepared to give each other direct, non-personal, immediate feedback.*
- *Get help from your boss, HR, or another leader who can help you address any issues.*
- *Understand, follow, model, and respect our policies.*

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