

A VILLAGE GATHERING

A Diversity, Equity, and Inclusion Discussion with Center for Equity and Inclusion

February 18, 2020

DIVERSITY

The full range of differences, visible and non-visible, that make each individual unique.

EQUALITY

Values equal “inputs” (of resource, time, amount, opportunities, etc.)
Assumes everyone begins with “the same” opportunities, resources, experiences, history, etc.)

Equality

EQUITY

Values equal “outcomes” (of performance, achievement, opportunity, resources, etc.)
Assumes everyone starts from different places (in terms of history, experiences, opportunities, resources, etc.)

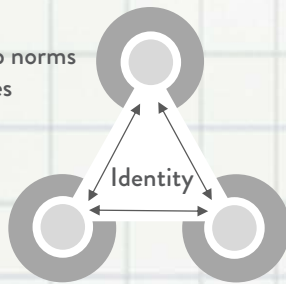
Equity

INCLUSION

An environment that engages multiple perspectives, differing ideas, and individuals from different backgrounds to help define organizational policy and practice, and help shape organizational culture.

Culture

Values, behaviors, group norms & agreements, narratives



Institution

Policies, practices, systems

Personal

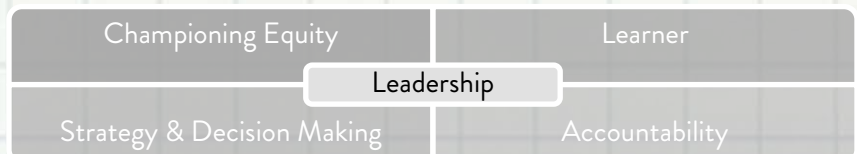
Beliefs, stories, emotions, needs, intentions

THEORY OF CHANGE

The Center of Equity and Inclusion’s work is anchored in the belief that in order for meaningful, sustainable change to occur, a transformative process must take place. This process must support an organization in developing a common language, consciousness, and value in relationship to equity, diversity and inclusion (culture work). It must also develop concrete tools and an equity plan that embeds equity, diversity and inclusion into an organization’s identity, policies and procedures (institutional work).

Adopted from Robert Gass’ Wheel of Change

CEI works with Leadership to help companies roll out and make change.



DID YOU KNOW?

- The millennial and Gen Z generations are the most diverse in history: only 56% of the 87 million millennials in the country are white, as compared to 72% of the 76 million members of the baby boomer generation. ([CNN Money](#))
- 67% of job seekers consider workplace diversity an important factor when considering employment opportunities, and more than 50% of current employees want their workplace to do more to increase diversity. ([Glassdoor](#))
- Beyond changing national demographics, why are workers seeking more diverse and inclusive workplaces? Because 45% of American workers experienced discrimination and/or harassment in the past year. ([Gallup](#))
- The majority of women in the workforce feel excluded from decision making, do not feel comfortable expressing their opinions, and do not feel as though they can succeed. ([Culture Amp](#))
- 78% of employees who responded to a Harvard Business Review (HBR) study said they work at organizations that lack diversity in leadership positions. ([Harvard Business Review](#))
- Higher representation of women in C-suite level positions results in 34% greater returns to shareholders. ([Fast Company](#))
- Organizations with above-average gender diversity and levels of employee engagement outperform companies with below-average diversity and engagement by 46% to 58%. ([Fast Company](#))
- Companies with higher-than-average diversity had 19% higher innovation revenues. ([Harvard Business Review](#))
- According to a 2015 McKinsey report, companies in the top quarter for racial/ethnic diversity are 35% more likely to surpass peers, while those in the same bracket for gender diversity are 15% more likely to do the same. ([McKinsey](#))
- Companies with “two-dimensional” diversity are 45% more likely to report that they had captured a larger portion of the market and 70% more likely to have entered into a new market in the past year. ([Harvard Business Review](#))

<https://blog.bonus.ly/diversity-inclusion-statistics>