



DIVERSITY, EQUITY & INCLUSION

FROM DISCUSSION TO ACTION

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Historical Context

- ❑ Since the beginning, humanity has dealt with slavery, racial, ethnic, religious, and cultural differences.
- ❑ We could observe the equal employment laws and affirmative action all over the world since 1960.
- ❑ Diversity, Equity and Inclusion (D.E.I.), as been emerging since then, and in the past decade, it has gained exponential expression.

Concept and Importance (Cont.)

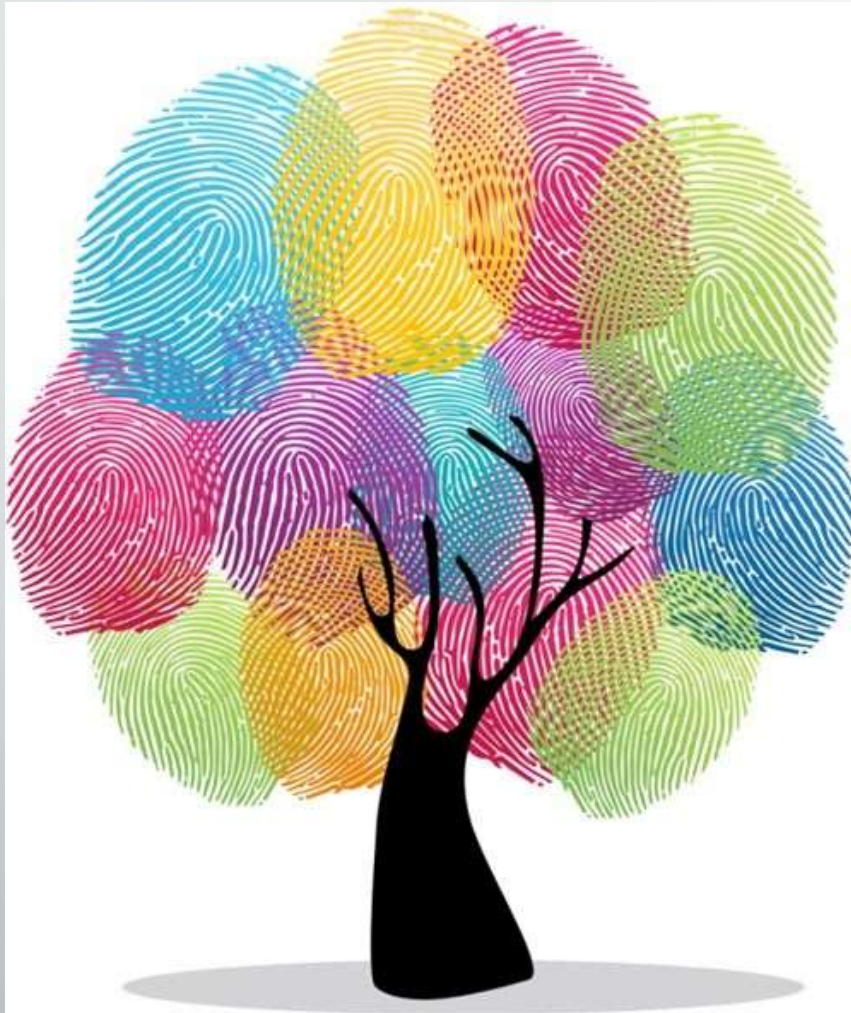
- ❑ Diversity is about the company expressing the minority groups of the population from its community. Diversity in the workplace is about numbers.
- ❑ Equity is related to the fair treatment of all employees.
- ❑ Inclusion is about being heard, considered, and part of the organization.

Concept and Importance (Cont.)

D.E.I. is important
to companys:

- ❑ Talent Acquisition
- ❑ Increase employee satisfaction
- ❑ Better alignment with the customer base
- ❑ Increase decision making
- ❑ Greater levels of innovation and profitability

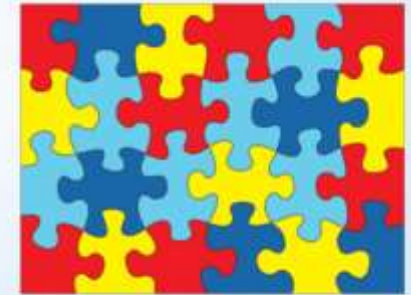
Concept and Importance (Cont)



DIVERSITY

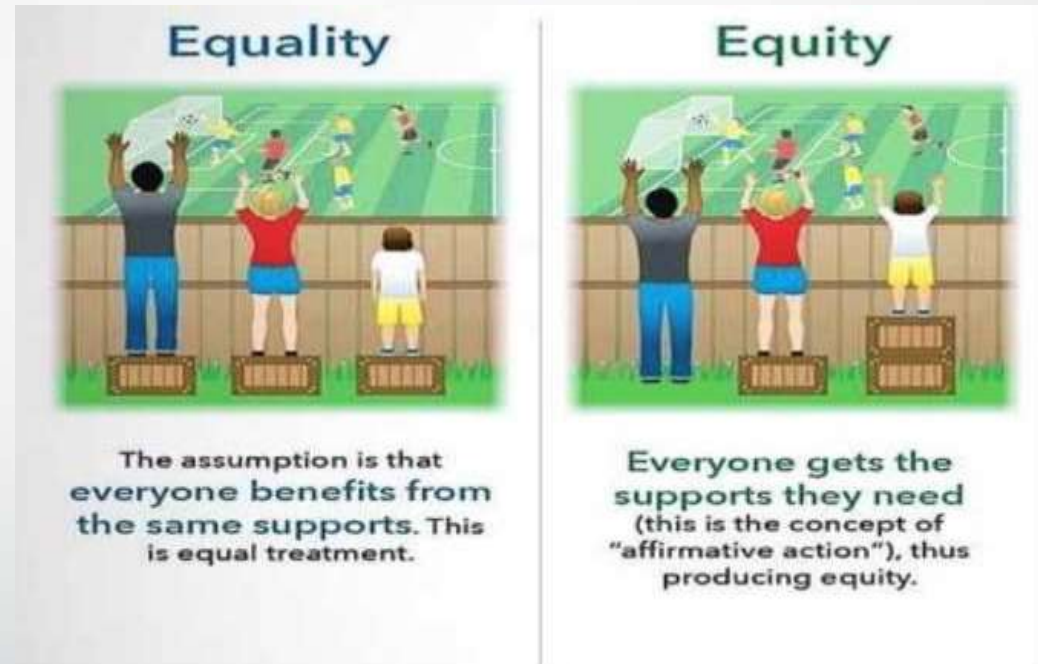
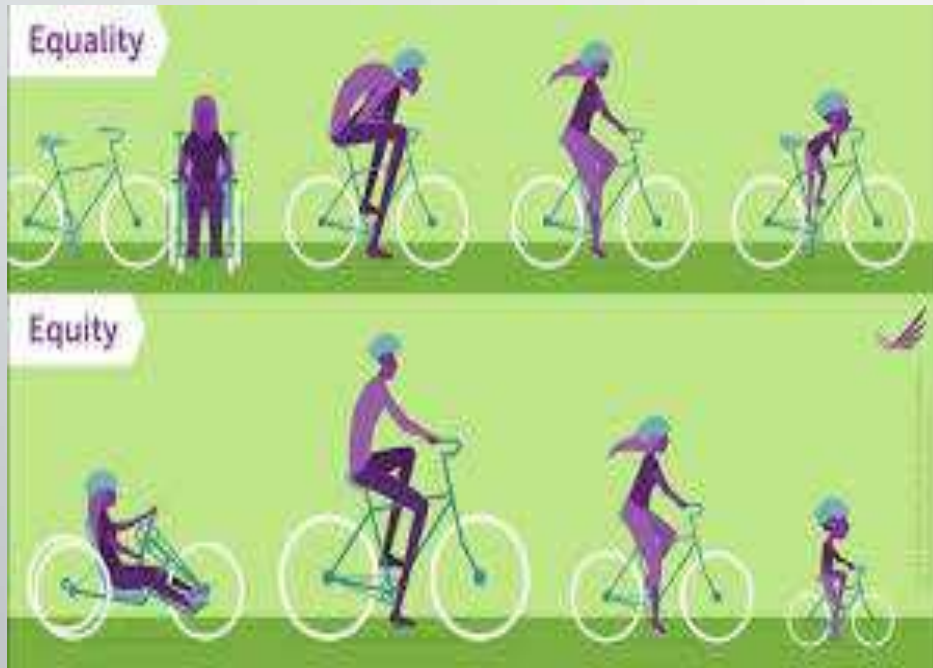


INCLUSION



Concept and Importance (Cont.)

Equity & Equality



Concept and Importance (Cont.)

We don't need Exclusion

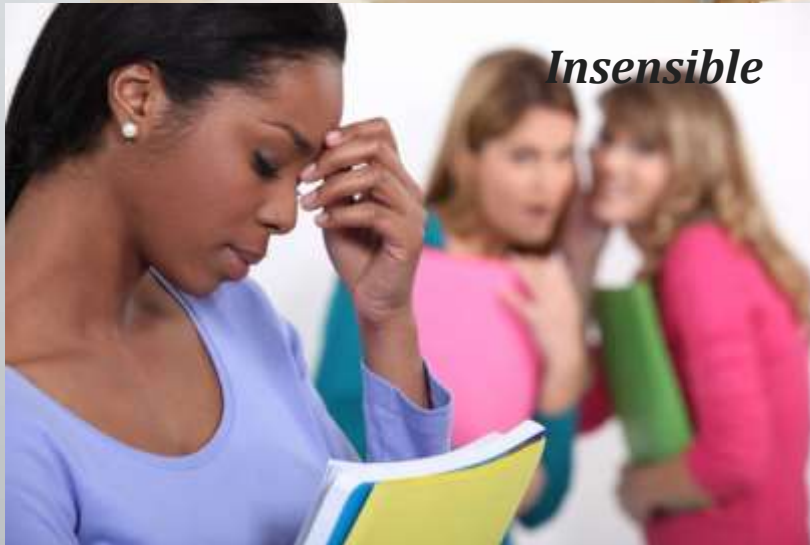


Worries, pain



Disadvantage

Destitute



Insensible

Sadness, anger, discomfort



Outsider

Dislike

Key Aspects to Consider

- Diversity is needed in the workplace to achieve better organizational results;
- But if Equity is not there, people will not have fair treatment, and
- Inclusion will not take place.

Key Aspects to Consider (Cont.)

A D.E.I. organization is happier, dynamic, and profitable.



D.E.I. Best Practices

- ❑ Fair treatment
- ❑ Teamwork and collaboration
- ❑ Focus on innovation and creativity
- ❑ Organizational flexibility, responsiveness, and agility
- ❑ Evidence of leadership's commitment to DEI
- ❑ Representation of diversity at all levels of the organization
- ❑ D.E.I. education and training

From Discussion to Action

- ❑ Engage the Top Executives
- ❑ Draw up a Statement on D.E.I.
- ❑ Include D.E.I. in the Strategic Plan
- ❑ Eliminate bias in recruitment, and career development
- ❑ Train and Mentor initiatives
- ❑ Establish internal networks

From Discussion to Action (Cont.)

- ❑ Form Partnerships with local institutions
- ❑ Offer internships and training programs
- ❑ Access procurement practices
- ❑ Analyze supplier diversity
- ❑ Hire consultants to measure D.E.I. standards
- ❑ Publish D.E.I. reports
- ❑ Participate in public rankings

In conclusion

- ❑ The World is Diverse
- ❑ D.E.I. is important for better results
- ❑ A well-defined Strategy for D.E.I. makes the difference
- ❑ D.E.I. is a Top-to-bottom strategy
- ❑ Diversity ignoring Equity and without Inclusion, might not bring good results
- ❑ To start a D.E.I. Plan takes commitment and attitude

In conclusion, a few Questions

- ❑ Can we boldly state that *Inclusion and Equity come before Diversity?*
- ❑ Are you included in your workplace?
- ❑ Do you Include others in your workplace?





Thank You Very Much!