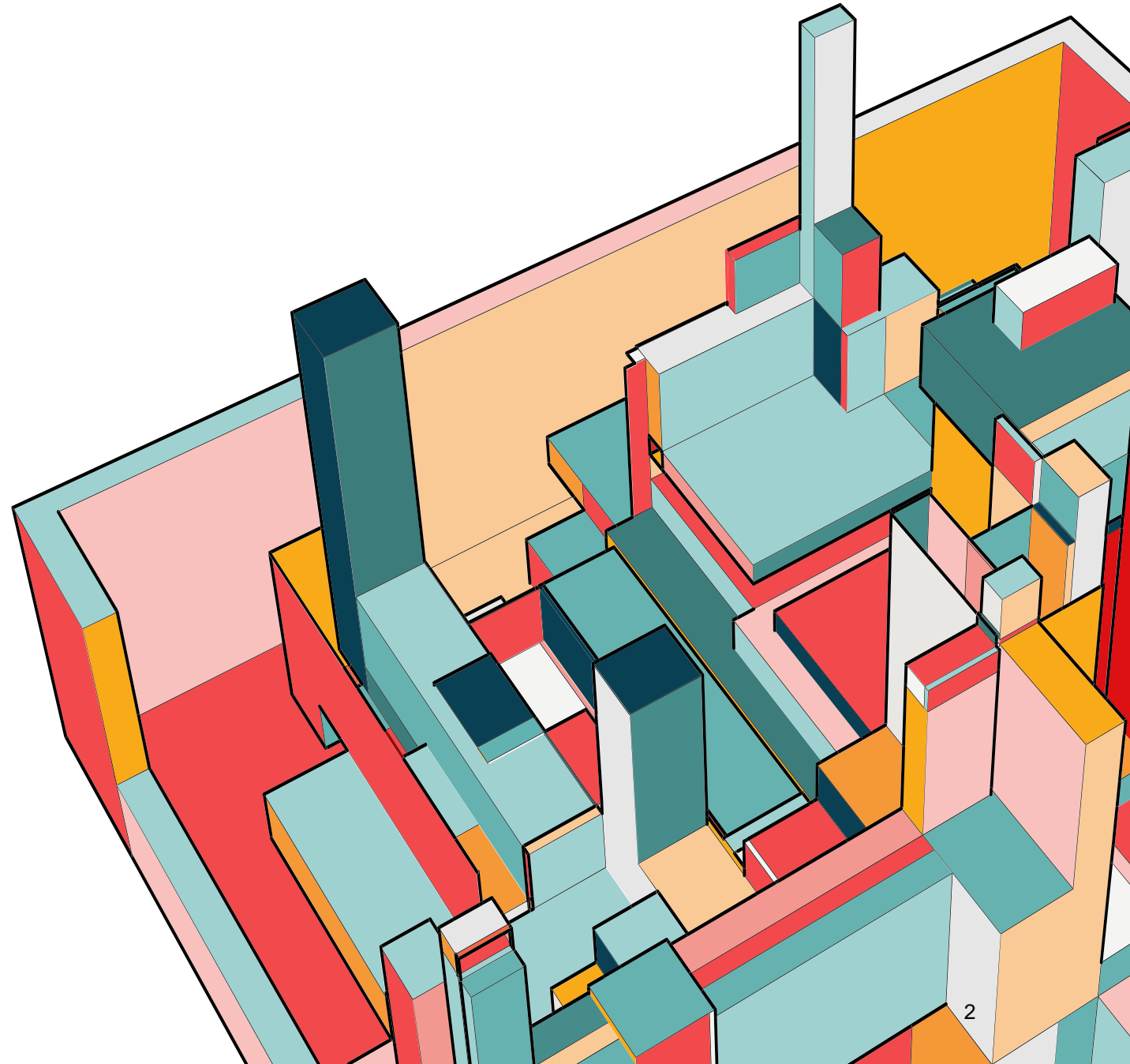


DIVERSITY, EQUITY, AND INCLUSION IN THE WORKPLACE AND WHY IT IS IMPORTANT

Dr. Shannon K. Shastry

ABOUT ME

- 14 years in higher education
- DEI Strategist
- Researcher
- Crisis Manager



OVERVIEW

GROUND RULES

LANGUAGE

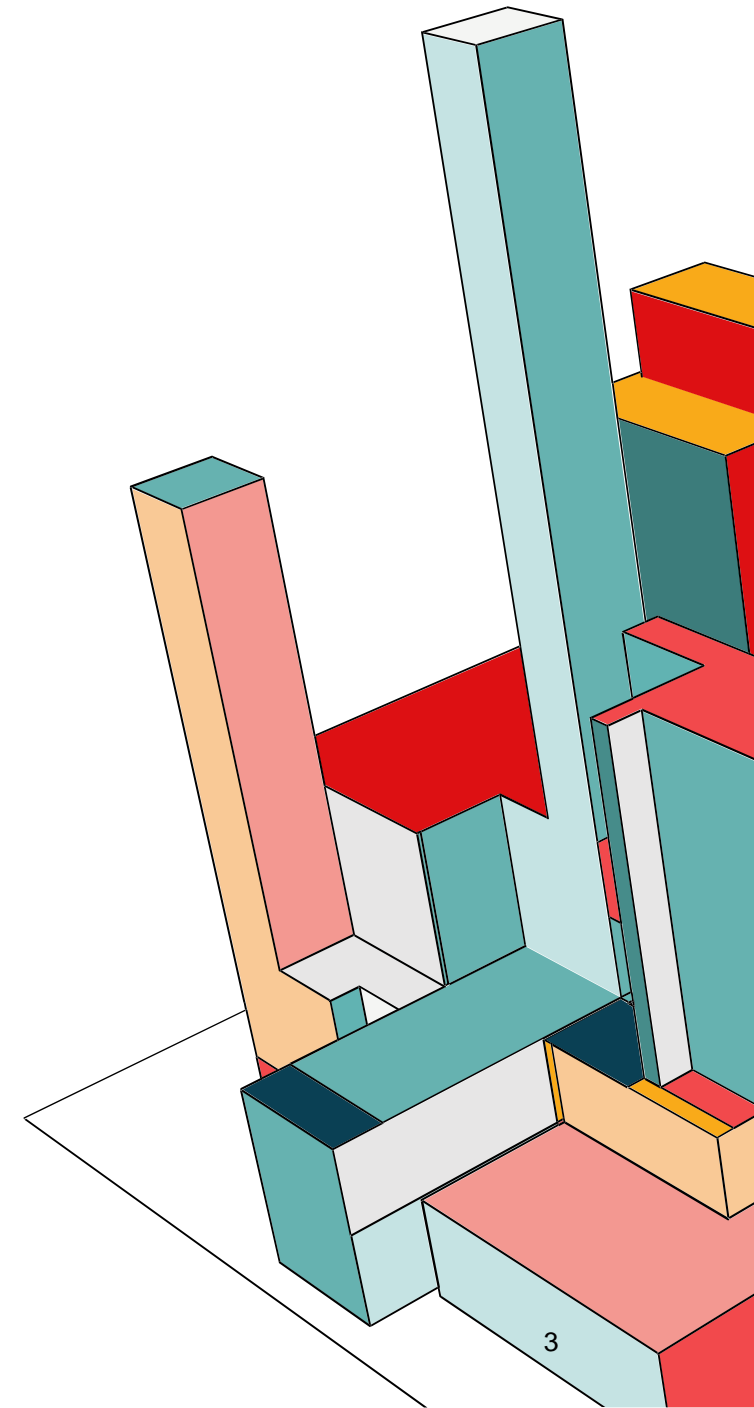
WHY IS DEI IMPORTANT?

BENEFITS

FOUNDATION AND GROWTH

POWER AND ACHIEVEMENT

RESOURCES





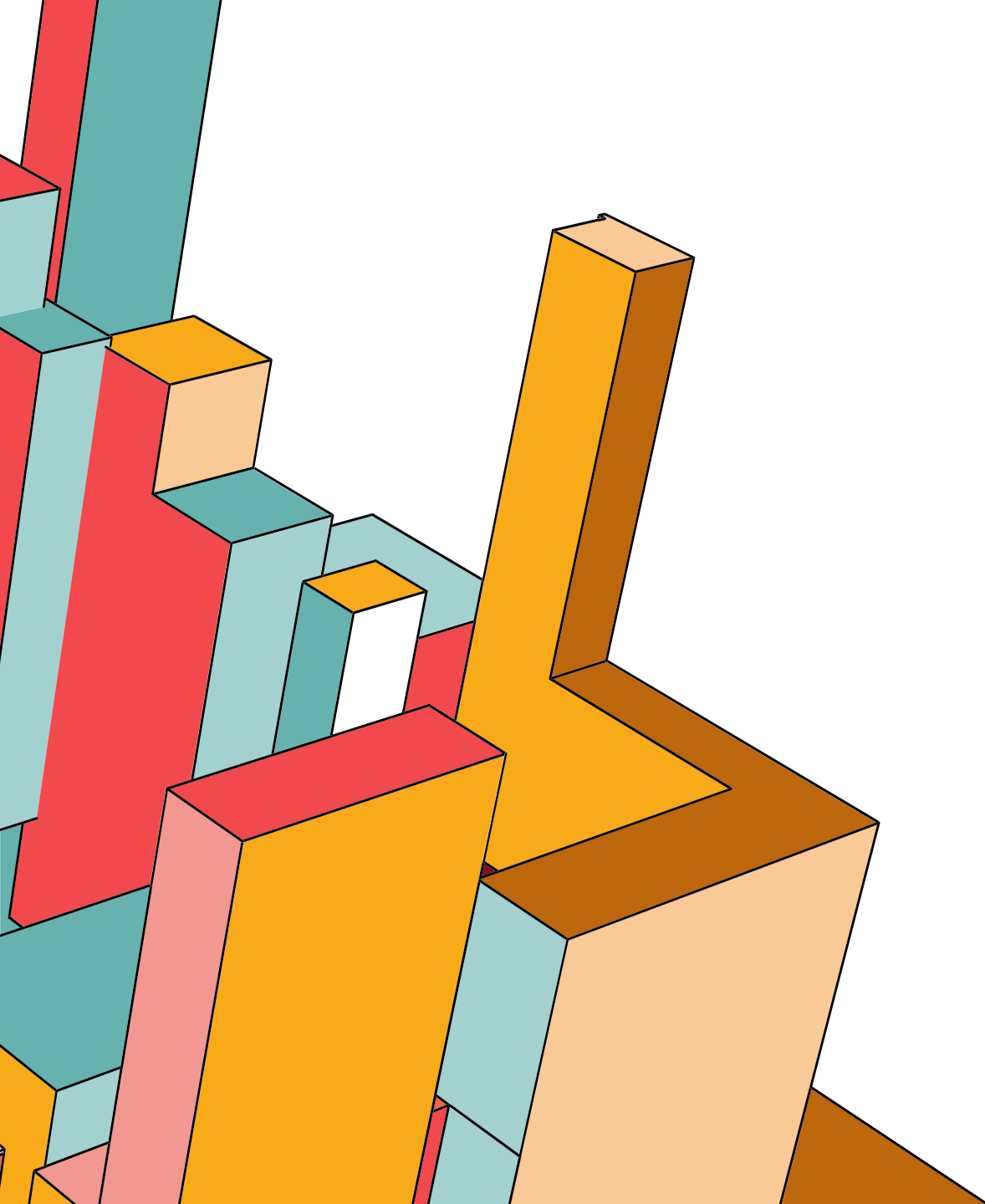
GROUND RULES

OPEN-MINDED

EMOTIONAL REGULATION

CRITICALITY

GRACIOUSNESS



LANGUAGE

IDEA

DEIA

DEI

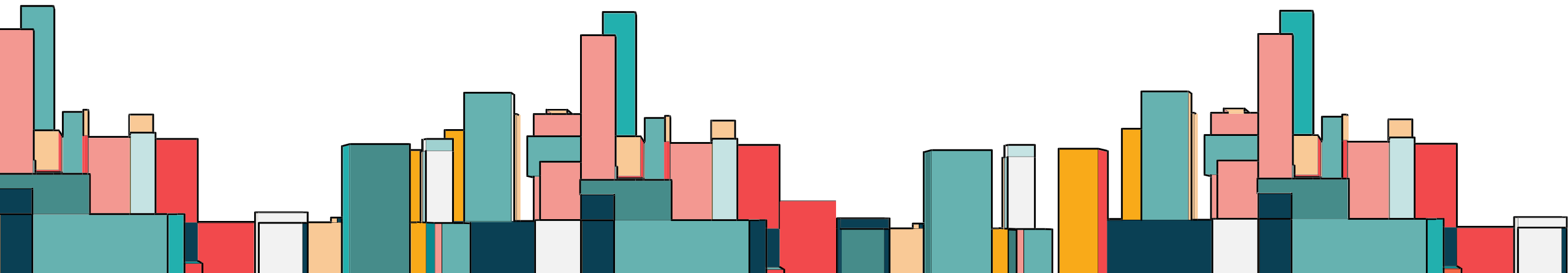
DEIB

DEFINITIONS

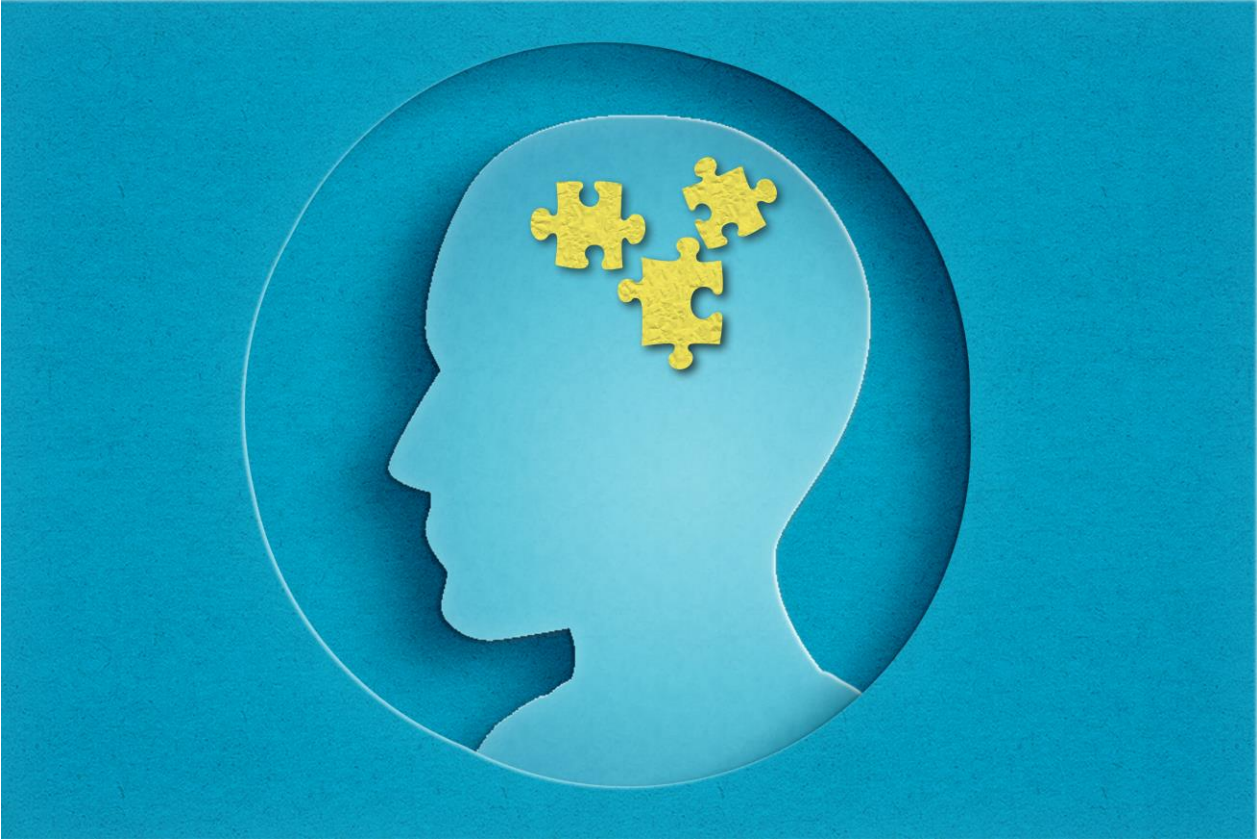
DIVERSITY : varying range of groups within a community

INCLUSION : active engagement of all members or community

EQUITY : fair and just treatment, regardless of identity



WHY IT IS IMPORTANT?



BENEFITS



- Innovation
- Improve Decision-Making



- Talent Pool
- Retention



- Sense of Belonging
- Company Culture

FOUNDATION

1960s

Kurt Lewin, German American psychologist introduced encounter groups
George Leonard and Price Cobbs (racial awareness and reconciliation)

BY 2005

More than 65% of U.S. companies offered some form of diversity training (create more inclusive environment, prevent lawsuit, and/or create a positive public image)

MARCH 2020

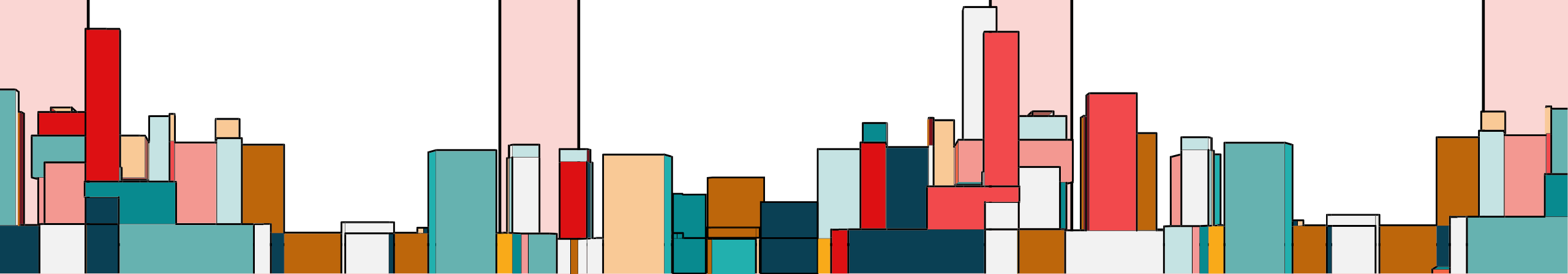
DEI jobs postings increased by more than 60% (improved perception but halo effect diminished)

GROWTH

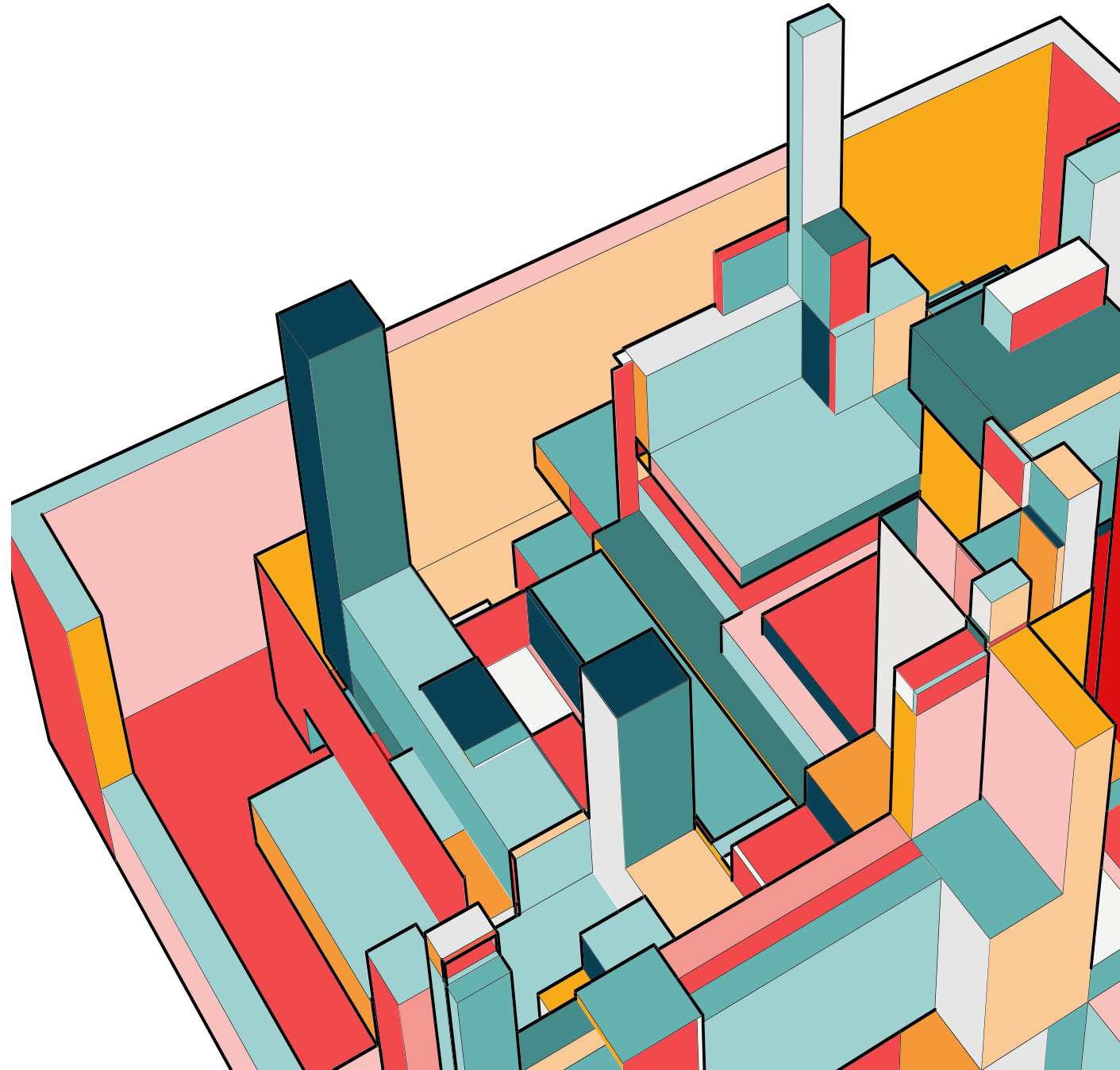
ENABLE INNOVATION

INCREASE
PRODUCTIVITY

SUPPORT FINANCIAL
BOTTOM LINE



POWER



TYPES OF POWERS

FORMAL

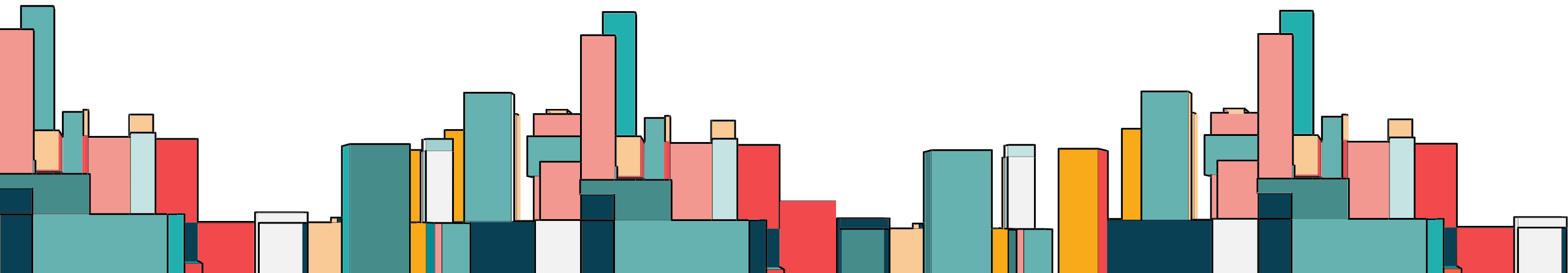
REWARD

INFORMATIONAL

REFERENT

COERCIVE

EXPERT



4 LEVELS OF DEI

Level 1 – actions can be done in any org

Level 2 – actions typically require greater resources

Level 3 – actions are highly valuable to orgs, but requires information

Level 4 – actions provide sustained impact and value over time

CATEGORIES

Foundational

CREATE
DIVERSITY
STATEMENT

Internal

OFFER OPTIONAL
LEARNING
RESOURCES

External

PUBLICLY RECOGNIZE
CULTURAL HOLIDAYS

CHANGE MAKER



Advocate



Educator



Organizer



Strategist



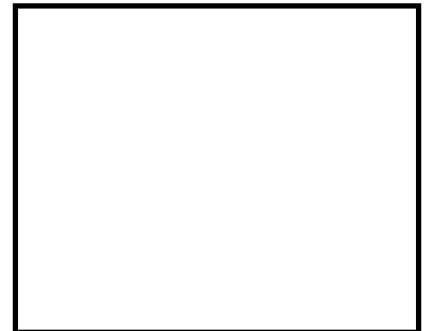
Backer



Builder



Reformer



STAKEHOLDER ROLES

Stakeholder 1	Advocate	Educator	Organizer	Strategist	Backer	Builder	Reformer
Stakeholder 2	Advocate	Educator	Organizer	Strategist	Backer	Builder	Reformer
Stakeholder 3	Advocate	Educator	Organizer	Strategist	Backer	Builder	Reformer
Stakeholder 4	Advocate	Educator	Organizer	Strategist	Backer	Builder	Reformer
Stakeholder 5	Advocate	Educator	Organizer	Strategist	Backer	Builder	Reformer

A large teal circle with a thin black outline, centered on the page. Inside the circle, the text 'INTENTION S AREN'T ENOUGH' is written in white, uppercase, sans-serif font, arranged in three lines. Below the title, the author's name 'Lily Zheng' is written in a smaller white, lowercase, sans-serif font.

INTENTION S AREN'T ENOUGH

Lily Zheng

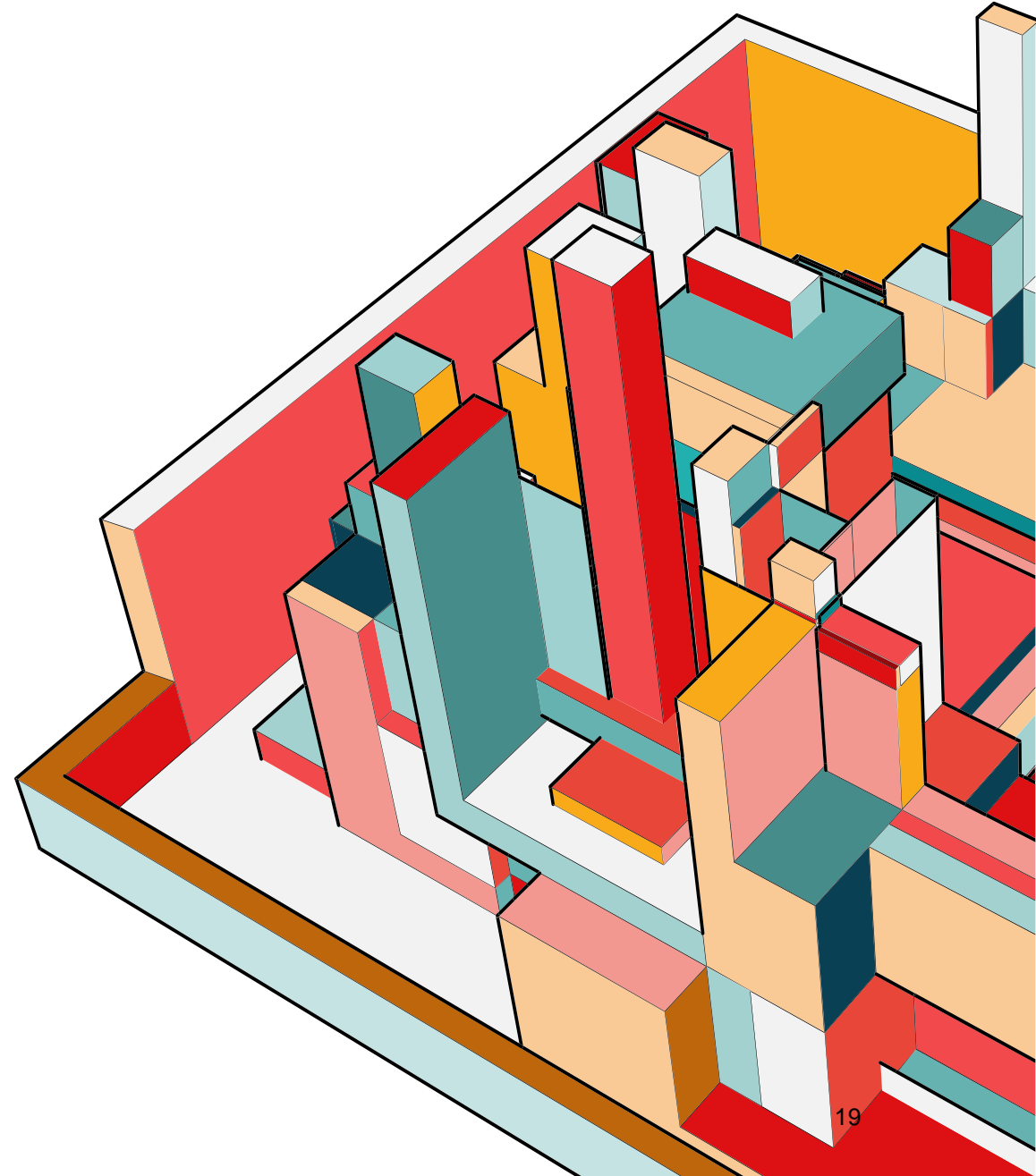


RESOURCES

Parker, R. 2022. Insight Global. <https://insightglobal.com/blog/why-dei-is-important/>

Zheng, L. 2022. DEI Deconstructed: Your No-nonsense Guide To Doing The Work and Doing It Right.

QUESTIONS





THANK YOU